

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET  
FY 2024**

<b>Organization:</b> Council for the Welfare of Children		<b>Organization Category:</b> National Government, Attached Agency	
<b>Organization Hierarchy:</b> Department of Social Welfare and Development, Council for the Welfare of Children			
<b>Total Budget/GAA of Organization:</b>	97,431,000.00		
<b>Total GAD Budget</b>	13,508,858.87	<b>Primary Sources</b>	13,508,858.87
		<b>Other Sources</b>	0.00
<b>% of GAD Allocation:</b>	13.87%		

	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
<b>CLIENT-FOCUSED ACTIVITIES</b>									



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**NORMINA E. MOJICA  
OIC-DIVISION CHIEF, PPRD /  
CHAIRPERSON, GFPS-TWG**

**USEC. ANGELO M. TAPALES  
EXECUTIVE DIRECTOR V**





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1	Weak integration of gender perspective in the observance of the following: a) RA 10661 or the National Children's Month b) Proclamation No. 759 Declaring 4th week of March as Protection and Gender-Fair Treatment of Girl-Week c) Proclamation No. 731 declares the 2nd week of February of every year as the National Awareness Week for the Prevention of Child Sexual Abuse and Exploitation or also known as the Child Sexual Abuse Awareness Week (CSAAW)	Limited knowledge in integrating gender perspective during consultations and other participatory activities with partners, parents/guardians and children both girls and boys. GFPS members ensuring gender perspective in the national observances on children.	Improved access to information and enhanced knowledge and attitude of children on gender issues and the various forms, causes, and effects of gender-based violence among children, to facilitate the effective planning and implementation of the CWC-led national observances/special events on children at the national and regional levels.	MFO:Key Result Area 4: Heightened Child Rights Advocacy and Promotion  MFO: Key Result Area 2: Broadened and Expanded Partnership	(1) Observance of the: a) National Children's Month (b) Girl-child Week (c) Child Sexual Abuse Awareness Week (2) Participation in activities such as meetings, consultations among partners, parents/guardians and children both girls and boys (3) Conduct of a brainstorming session or any consultation activity/survey mechanism to consult male and female children on the CWC-led national observances	No. of consultations/meetings conducted to support the national observances on children  No. of major and supporting activities coordinated and conducted  Sex-disaggregated data on participatory/planning activities	109,661.87 92,152.17 610,379.80	GAA GAA GAA	Public Affairs and Information Office
2	Continuous discriminatory/derogatory portrayal of girl and boy children in media.	Absence of government incentive and award system for gender-fair and child-friendly media.	Established the search for child-friendly media (MAKABATA Media) which will assess child-friendly and gender-fair media coverage	MFO: Key Result Area 2: Broadened and Expanded Partnership  MFO: Key Result Area 4: Heightened Child Rights Advocacy and Promotion	Establishment of government incentive and award system for gender-fair and child-friendly media (a) Consultation on the development of child-friendly media standards or criteria	One (1) draft guideline for gender-fair and child-friendly media developed	215,599.90	GAA	Public Affairs and Information Office

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3	Lack of gender perspective on media engagements	Lack of gender-fair language and responsive media reporting on issues about children. There is still negative or discriminatory portrayal of children when reporting.	Increased knowledge on gender-fair language and responsive media reporting on issues and concerns about children.	MFO: Key Result Area 4: Heightened Child Rights Advocacy and Promotion	(a) Orientation on the Updated Guidelines on Media Reporting and Coverage of Cases on Children for the Pool of Advocates and Media Personnel, with integration of content based on PCW's Gender-Fair Media Guidebook (b) Regular engagement with the media on the use of Updated Guidelines on Media Reporting and Coverage of Cases on Children and Gender-Fair Media Guidebook	No. of media engagement on the use of Updated Guidelines on Media Reporting and Coverage of Cases on Children and Gender-Fair Media Guidebook  No. of orientation sessions conducted on the Updated Guidelines on Media Reporting and Coverage of Cases on Children for the Pool of Advocates and Media Personnel, with integration of content based on PCW's Gender-Fair Media Guidebook	163,782.95	GAA	Public Affairs and Information Office
4	Poor multimedia coverage of child rights and inadequate representation of gender perspectives	Limited platform for the organization to promote gender-mainstreaming in its "Child-friendly Philippines" framework	Increased awareness of the public on child-rights/issues and concerns and gender and development	MFO: Key Result Area 4: Heightened Child Rights Advocacy and Promotion  MFO: Key Result Area 2: Broadened and Expanded Partnership	(a) Learning Session on Gender-Fair Media and Content Creation (b) Creation of the MAKABATA Podcast (not to be confused with the MAKABATA Helpline) (c) Development of short video documentaries integrating gender perspectives on child rights issues	No. of participants or audience reached [general public]  No. of learning sessions conducted	36,097.08	GAA	Public Affairs and Information Office





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5	Pursuant to PCW MC No. 2021-04, Section 1.2.1.5. Member agencies of other inter-agency bodies on GAD [e.g., the Inter-Agency Council on Violence Against Women and Their Children (IACVAWC), the Inter-Agency Council Against Trafficking (IACAT)], and the Inter-Agency Oversight Committee on the Safe Spaces Act shall also include in the GPB their commitment/s under these inter-agency bodies plans. CWC is commitment includes the conduct of Nationwide Orientation on the Salient Features of Trafficking in Persons Act	CWC as an IAC-VAWC member follows the activities as agreed upon during IACVAWC meetings	Increased knowledge and attitude of general public on gender issues faced by children, which would facilitate the implementation of IACVAWC's planned PAPs	MFO: Outcome Level 1: Sustaining Child-rights at all levels of decision making, programming, monitoring and evaluation of programs and services	(a) Observance of the 18-day campaign to end violence against women and children through Learning Sessions on Preventing Gender-based Violence in the Workplace, and Prevention and Response to Violence Against Children (b) Participation in IACVAWC activities, such as regular meetings, policy-making, among others	Percentage of CWC Staff trained on GBV prevention	229,119.36	GAA	Planning Unit



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7	Pursuant to GEWE Chapter 5- Education: Continued vulnerability of children to sexual harassment and other forms of gender-based discrimination and violence in schools/Pursuant to GEWE Chapter 5- Education: Continued vulnerability of children to sexual harassment and other forms of gender-based discrimination and violence in schools	Children's exposure to social media and lack of parental guidance	Increased knowledge of children, parents, primary caregivers, teachers/educational institutions, among others about the legislative measures in line with protecting children and to discuss the risks of the use of online platforms.	MFO: Outcome Level 1: Foster fiscal investment for programs and services to children in the Local Government Units and other intermediaries	Advocacy Campaign on Anti-Online Sexual Abuse or Exploitation of Children (OSAEC) and Anti-Child Sexual Abuse or Exploitation Materials (CSAEM) Law Note: We conduct webinars that include parents/guardians among others	One (1) IEC developed and disseminated  One (1) National and 17 Regional Safer Internet Day for Children and 2 related SIDC meetings conducted  No. of attendees during the National and 17 Regional Safer Internet Day for Children Celebration  No. of meetings attended/conducted/facilitated  No. of IEC Materials developed/published	107,558.73	GAA	Policy Unit
<b>ORGANIZATION-FOCUSED ACTIVITIES</b>									
8	Gaps in the capacity of the CWC and its staff to mainstream a gender perspective in its program	Non-prioritization on the provision of capacity building on GAD	Improved knowledge, skills, and attitudes of CWC official and personnel on GAD which would facilitate the gender mainstreaming at CWC	MFO: MFO: Key Result Area 6: Support to Operations: a) Provide technical assistance and capability building trainings	Conduct of GAD-related training such as Gender Diversity and Inclusiveness, GAD Analysis among others (PPRD in consultation with HR)	Percentage of CWC employees capacitated/trained in GAD  No. of capacity building on GAD-related trainings conducted	771,165.00  66,000.00	GAA  GAA	Human Resource and Development Section





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9	In accordance with Proclamation No. 224 s. 1988 declaring the first week of March each year as Womens Week and March 8 as Womens Rights and International Peace Day and Republic Act 6949: National Womens Day or an Act to Declare March 8 of every year as special holiday to be known as National Women's Day	Lack of knowledge on the rights of women and girl-children	Empowered CWC personnel and girl-children to be agents of change to contribute in promoting gender equality and the empowerment of all women and girls.	GASS: Support to Operations	Observance of 2024 Women's Month Celebration through learning session/orientation on CEDAW and Magna Carta of Women.	No. of CWC employees oriented on GAD Mandates such as RA 9710 or known as Magna Carta of Women, RA 6949 - National Women's Day among others  No. of activities conducted/coordinated in the observance of 2024 Women's Month	269,020.82	GAA	Planning Unit and GFPS Technical Working Group
10	Pursuant to PCW MC 2011: Guidelines for the creation, Strengthening, and Institutionalization of the GAD Focal Point System - Roles and Functions of GFPS ExeCom and TWG	Limited knowledge of GFPS members on gender mainstreaming	Strengthened capacity of the GFPS members on gender mainstreaming and monitored CWC GPB.	GASS: Support to Operations	(a) GFPS Regular Meeting (b) Conduct capacity building for GFPS members on Gender Analysis, GAD Plan and Budget and other GAD-related trainings ( subject to the availability of fund)	No. of meetings conducted  No. of trainings conducted  Percentage of GFPS members capacitated (subject to availability of fund)	260,427.27	GAA	Planning Unit and GFPS Technical Working Group
11	Lack of awareness and understanding of new CWC employees and officials on GAD issues and principles	Limited information/awareness of new CWC employees and officials on GAD issues and principles	Increased awareness and understanding of new CWC employees and officials on GAD issues and principles	MFO: Key Result Area 6: Support to Operations: a) Provide technical assistance and capability building trainings	(a) Conduct of Gender Sensitivity Training (GST) for newly-hired employees and (b) Orientation of Harmonized Gender and Development Guidelines (HGDG) for CWC officials	No. of CWC Officials oriented on HGDG  No. of newly -hired employees trained in GST	23,578.00	GAA	Human Resource and Development Section



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12	RA 9710 - Magna Carta of Women Chapter IV (Rights and Empowerment), Section 18. Special Leave Benefits for Women.	There is a need to implement Section 18 -Special Leave Benefits for Women of the MCW Chapter IV on the Rights and Empowerment.	To provide woman employee having rendered continuous aggregate employment service of at least six (6) months for the last twelve (12) months shall be entitled to a special leave benefit of two (2) months with full pay based on her gross monthly compensation following surgery caused by gynecological disorders.	MFO: Key Result Area 6: Support to Operations	Provision of Special Leave Benefit of 2 months with full pay based on gross monthly compensation following surgery caused by gynecological disorders.	Percentage of female employees applied for Special Leave Benefit of 2 months with full pay based on gross monthly compensation following surgery caused by gynecological disorders. (Note: In consultation with HR - budget allocation is based on the total number of female employeesx monthly basic salary [per Salary Grade] x 2 mos.)	2,415,120.00	GAA	Human Resource and Development Section
13	Lack of utilization of sex-disaggregated data (SDD) and/or gender statistics in the development planning cycle (planning and budgeting, implementation and monitoring and evaluation).	Limited situational analysis on children	Enhanced M & E Reports with situational analysis on children	MFO: Development and publication of M & E Reports (e.g. Implementation Reports, Quick Facts on Children, State of Filipino Children Report,CFLGA Thematic Report)  MFO: Organizational Outcome II: Promoting evidence-based program development, management and implementation through institutionalized M & E System	- Collection and analysis on data on children- Conduct of situational analysis on children- Preparation and publication of M&E Reports with situational analysis on children-Implementation Report-Quick Facts- State of Filipino Children Report- CFLGA Thematic Report	Number of M & E Reports which utilized SDD and gender statistics on children	300,000.00	GAA	Monitoring and Evaluation Division





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14	Lack of utilization of sex-disaggregated data (SDD) and/or gender statistics in the development planning cycle (planning and budgeting, implementation and monitoring and evaluation).	Lack of information on the enhanced information system and database for children	Enhancement of the Subaybay Bata Monitoring and Evaluation System (SBM-ES)	MFO:Organizational Outcome II: Promoting evidence-based program development, management, & implementation through institutionalized Monitoring & Evaluation System  MFO: Development, maintenance, and upgrading of functional information systems for children towards the centralization of existing and new database for children	(a) Enhancement of the Subaybay Bata Monitoring and Evaluation System (SBM-ES) (b) Development and updating of the Operations Manual, Agency-User Guide, and Reporting Templates for the SBM-ES (c) Development of a learning module for the transfer and (d) Training of the SBM-ES- Pilot Testing of the SBM-ES Rollout of the SBM-ES	No. of users trained in the rollout  No. of users who participated in the pilot testing	3,750,000.00	GAA	Monitoring and Evaluation Division



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15	Lack of utilization of sex-disaggregated data (SDD) and/or gender statistics in the development planning cycle (planning and budgeting, implementation and monitoring and evaluation).	Lack of information on the enhanced knowledge management system (KMS) for children	Enhanced implementation of the Seal of Child-Friendly Local Governance - Knowledge Management System (SCFLG-KMS). SCFLG is a recognition system for cities and municipalities delivering clear and outstanding positive results for children. It is conferred by the Council for the Welfare of Children to local government units (LGUs) which passed the mandatory Child-Friendly Local Governance Audit (CFLGA), an annual audit based on verifiable and quantifiable results for children spearheaded by the Department of the Interior and Local Government together with the Department of Social Welfare and Development (DSWD), Department of Health, and the Department of Education.	MFO: Organizational Outcome II: Promoting evidence-based program development, management, & implementation through institutionalized Monitoring & Evaluation System  MFO: Development, maintenance, and upgrading of functional information systems for children towards the centralization of existing and new database for children	(a) Pilot Testing of the SCFLG-KMS Phase III (b) Consolidation and preparation of report on the results of pilot testing	Percentage of users who participated in the pilot testing	3,750,000.00	GAA	Monitoring and Evaluation Division



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16	Limited awareness or knowledge of internal and external clients on CWC's GAD programs, projects and activities	Lack of information gender-fair and gender-perspective statistics and information for GAD Corner/Section (that would be established)	Increased knowledge of gender issues and developments in gender studies and policies, and CWC GAD programs, projects activities	MFO: Key Result Area 4: Heightened Child Rights Advocacy and Promotion  MFO: Organizational Outcome I: Sustaining child rights at all levels of decision making, programming, monitoring and evaluation of programs and services.	(a) Establishment of GAD Corner (Glass-Enclosed Bulletin Board) (b) Development of GAD Corner/Section on the CWC website	GAD Corner/Section - Physicalestablished and updated quarterly or as needed  GAD Corner/Section on the Website created and updated quarterly or as needed	21,236.60 44,741.76	GAA GAA	Public Affairs and Information Office & Management Information System Unit
<b>SUB-TOTAL</b>							13,508,858.87	GAA	
<b>TOTAL GAD BUDGET</b>							13,508,858.87		

<b>Prepared By:</b>	<b>Approved By:</b>	<b>Date</b>
 NORMINA E. MOJICA	 USEC. ANGELO M. TAPALES	02/20/2024
OIC-Division Chief, PPRD / Chairperson, GFPS-TWG	Executive Director V	



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