

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

|   |                |                        |  |  |
|---|----------------|------------------------|--|--|
| <b>Sequence No.:</b> 2023-016853  |                |                        |  |  |
| <b>Organization:</b> Juvenile Justice and Welfare Council   |                |                        | <b>Organization Category:</b> National Government, Attached Agency |  |
| <b>Organization Hierarchy:</b> Department of Social Welfare and Development, Juvenile Justice and Welfare Council |                |                        |  |  |
| <b>Total Budget/GAA of Organization:</b>  | 117,877,000.00 |                        |  |  |
| <b>Total GAD Budget</b>   | 60,708,885.65  | <b>Primary Sources</b> | 60,708,885.65  |  |
|   |                | <b>Other Sources</b>   | 0.00   |  |
| <b>% of GAD Allocation:</b>   | 51.50%         |                        |  |  |

|                                  | <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> |
|----------------------------------|---|---|--|---|---|---|-------------------|-------------------------|---------------------------------|
|                                  | 1   | 2   | 3  | 4   | 5   | 6   | 7                 | 8                       | 9                               |
| <b>CLIENT-FOCUSED ACTIVITIES</b> |   |   |  |   |   |   |                   |                         |                                 |
| 1                                | LGBTIQ children who are in conflict with the law are vulnerable to abuse, "name-calling" and harassment in facilities | Not all facilities have Child Protection Policy | To ensure that all BPAs have Child Protection Policy | MFO: Juvenile Justice and Welfare Program   | Inclusion of GAD principles and concepts in Child Protection Policy Workshops | GAD concepts and principles integrated in the Child Protection Policy Workshops | 4,160,000.00      | GAA                     | NCMIMD                          |



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

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|   | 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                        |
| 2 | LGBTIQ children who are in conflict with the law are vulnerable to abuse, "name-calling" and harassment in facilities                | Low awareness on gender and development amongst children residents                   | To increase awareness on gender and development among children residents  | MFO: Juvenile Justice and Welfare Program | Basic GAD Training for Children Residents   | Number of batches of training conducted - 2 batches of training conducted<br><br>Number of children attended | 276,275.09 | GAA              | GFPS, RJJWCs             |
| 3 | Boy and girl-children deprived of liberty have limited opportunities to participate in discussions related to gender and development | Lack of activities to promote "agency" and right to participate of boy and girl-CICL | Increased awareness and promotion of the rights to participate among CICL | MFO: Juvenile Justice and Welfare Program | Conduct of Children's Consultation in Formulating JJWC's Policy and Research Agenda | Number of children attended<br><br>Policy and Research Agenda - Policy and Research Agenda by 4th quarter    | 200,000.00 | GAA              | PRD                      |



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|--|--|--|---|---|---|--|------------|------------------|-----------------------------------|
|  | 1  | 2  | 3   | 4   | 5   | 6  | 7          | 8                | 9                                 |
| 4                                      | Boy and girl-children deprived of liberty have limited opportunities to participate in discussions related to gender and development | Lack of activities to promote "agency" and right to participate of boy and girl-CICL | Increased awareness and promotion of the rights to participate among CICL | MFO: Juvenile Justice and Welfare Program                                   | Conduct of a Policy Forum with male and female CICLs under the custody of Bahay Pag-asa | Number of policy recommendations submitted to JJWC to address issues of children in BPAs | 410,000.00 | GAA              | ACD                               |
| <b>ORGANIZATION-FOCUSED ACTIVITIES</b> |  |  |   |   |   |  |            |                  |                                   |
| 5                                      | RA 10378 (18-Day Campaign to End VAW)  | Staff have limited awareness on VAW  | To increase awareness of staff on VAW                                     | GASS: General Administration and Support/General Management and Supervision | Participation in the 18-Day Campaign to End VAW   | Number of pax attended   | 540,000.00 | GAA              | National and Regional Secretariat |



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|---|--|--|--|---|---|--|------------|------------------|-----------------------------------|
|   | 1  | 2  | 3  | 4   | 5   | 6  | 7          | 8                | 9                                 |
| 6 | RA 10028 or the Expanded Breastfeeding Promotion Act | Breastfeeding policy newly-issued  | To provide support to breastfeeding/lactating mothers and fathers in the agency            | GASS: General Administration and Support/General Management and Supervision | Provision of Support to Breastfeeding Employees   | Provision of breastfeeding facilities<br><br>Access to breastfeeding information provided<br><br>No. of breastfeeding mothers who availed the services | 178,651.14 | GAA              | GFPS, FAD                         |
| 7 | RA 6949 or National Women's Month                    | Staff have limited awareness on women's empowerment and contributions to nation-building | To increase awareness of staff on women's empowerment and contributions to nation-building | GASS: General Administration and Support/General Management and Supervision | Participation in the National Women's Month Celebration (PCW-initiated, JJWC initiated) | Number of pax attended   | 560,000.00 | GAA              | National and Regional Secretariat |
| 8 | Agency has no GAD Agenda                             | GFPS is newly reconstituted  | To institutionalize gender mainstreaming in the agency                                     | GASS: General Administration and Support/General Management and Supervision | Development of GAD Agenda   | GAD agenda - GAD agenda approved by 4th quarter  | 40,000.00  | GAA              | GFPS                              |



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|    | 1  | 2  | 3  | 4   | 5   | 6   | 7          | 8                | 9                        |
| 9  | Staff have limited knowledge on GAD  | Staff have limited access to GAD information | To increase awareness of staff on GAD                                    | GASS: General Administration and Support/General Management and Supervision | Conduct of quarterly learning sessions (dovetailed with CSP sessions) | Number of learning sessions on GAD conducted - 4 learning sessions on GAD conducted | 60,950.18  | GAA              | GFPS, HR                 |
| 10 | Internal and external stakeholders of the agency have limited information on GAD and the agency efforts on addressing gender issues of children in conflict with the law | GFPS is newly reconstituted                  | To establish mechanisms to inform stakeholders on the agency GAD efforts | GASS: General Administration and Support/General Management and Supervision | Updating of the GAD Section of the Website                            | GAD Section of the Website - GAD Section of the Website updated                     | 25,209.26  | GAA              | GFPS                     |



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|----|--|---|--|---|--|---|------------|------------------|--------------------------|
|    | 1  | 2   | 3  | 4   | 5  | 6   | 7          | 8                | 9                        |
| 11 | Establishment of Child-Minding space/center                      | Staff have no access to child-friendly spaces where they could leave their children while on work | To increase access of women and men employees of JJWC to child-friendly spaces | GASS: General Administration and Support/General Management and Supervision | Provision of child-minding facilities to employees | Provision of child-minding facilities<br><br>No. of employees who availed the services<br><br>No. of children benefited from the child-minding services | 365,057.02 | GAA              | JJWCEA                   |
| 12 | Agency's Anti-Sexual Harassment (ASH) Plan not fully implemented | CODI is newly-reconstituted   | To strengthen the capacity of JJWC-CODI to fully implement the ASH Plan        | GASS: General Administration and Support/General Management and Supervision | Regular CODI Meetings                              | Action plan implemented - 1 action plan implemented by 4th quarter<br><br>Number of CODI meetings conducted   | 34,264.64  | GAA              | GFPS, CODI, HR-Unit      |



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|----|--|-----------------------------|---|---|---|---|------------|------------------|--------------------------|
|    | 1  | 2                           | 3   | 4   | 5   | 6   | 7          | 8                | 9                        |
| 13 | Agency's Anti-Sexual Harassment (ASH) Plan not fully implemented | CODI is newly-reconstituted | To ensure full implementation of the ASH Plan | GASS: General Administration and Support/General Management and Supervision | Workshop on Crafting Procedures and Work Instructions in Managing Cases | Number of procedures and work instructions formulated - 1 procedures and work instructions formulated | 68,529.27  | GAA              | GFPS, CODI, HR-Unit      |




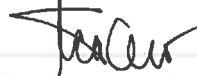
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|    | 1   | 2                           | 3   | 4   | 5                              | 6   | 7          | 8                | 9                        |
| 14 | Agency experience difficulty in monitoring the gender mainstreaming efforts of the agency | GAD-KM is newly established | To ensure monitoring of the GAD Plan implementation | GASS: General Administration and Support/General Management and Supervision | Regular GAD Committee Meetings | Number of GAD meetings - at least 4 GAD meetings<br><br>Number of GAD Plan monitoring tool updated - 1 GAD Plan monitoring tool updated every quarter<br><br>GAD AR finalized -1 GAD AR finalized by end of the year<br><br>GAD Plan finalized for submission for the succeeding year - 1 GAD Plan finalized for submission for the succeeding year | 38,221.66  | GAA              | GFPS-TWG, GFPS ExeCom    |



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|                           | 1  | 2                             | 3   | 4   | 5  | 6   | 7          | 8                | 9                           |
| 15                        | Limited capacity of GAD pool to sustain capacity-building on GAD | GAD pool is newly established | To increase capacity of GAD Pool within the agency to sustain capacity building on GAD      | GASS: General Administration and Support/General Management and Supervision | Capacity Building for JJWC GAD Resource Pool   | TOT training held - 1 TOT training held (focused on monitoring and evaluation) by end of second quarter                   | 550,000.00 | GAA              | GFPS                        |
| 16                        | Staff have limited support to GM activities of the agency        | GFPS is newly reconstituted   | To increase awareness and buy in of Staff on the gender mainstreaming efforts of the agency | GASS: General Administration and Support/General Management and Supervision | Development of popularized version of GAD Mainstreaming Policy   | IEC materials on GAD mainstreaming policy - IEC materials on GAD mainstreaming policy developed and issued by 3rd quarter | 47,940.34  | GAA              | GFPS, ACD                   |
| 17                        | Staff have limited support to GM activities of the agency        | GFPS is newly reconstituted   | To increase awareness and buy in of Staff on the gender mainstreaming efforts of the agency | GASS: General Administration and Support/General Management and Supervision | Enhancement of Procedures and Work Instructions Manual (PAWIM) of Core Secretariat Processes in JJWC to integrate gender component | Revised PAWIM for Core Processes - Revised PAWIM for Core Processes by 4th quarter  | 170,903.18 | GAA              | GFPS, PRD, ACD, NCMIMD, FAD |
| <b>ATTRIBUTED PROGRAM</b> |  |                               |   |   |  |   |            |                  |                             |



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|-------------------------|---------------------------|-----------------------|-------------------------------------|--------------------------------------|--|---------------------------------|---------------|------------------|--------------------------|
|                         | 1                         | 2                     | 3                                   | 4                                    | 5                                      | 6                               | 7             | 8                | 9                        |
| 18                      |                           |                       |                                     |                                      | Support to Bahay Pag-asa (BPA) Project |                                 | 50,896,120.00 | GAA              | JJWC/NCMIMD/RJJWC        |
| 19                      |                           |                       |                                     |                                      | JJWC Communication Plan                |                                 | 2,086,763.87  | GAA              | JJWC/ACD/RJJWC           |
| <b>SUB-TOTAL</b>        |                           |                       |                                     |                                      |  |                                 | 60,708,885.65 | GAA              |                          |
| <b>TOTAL GAD BUDGET</b> |                           |                       |                                     |                                      |  |                                 | 60,708,885.65 |                  |                          |

|   |   |             |
|---|---|-------------|
| <b>Prepared By:</b>   | <b>Approved By:</b>   | <b>Date</b> |
|  |  |             |
| <b>MARICRIS E. CALIPJO-CABURAL</b>  | <b>ATTY. TRICIA CLARE A. OCO</b>  |             |
| <b>DEPUTY EXECUTIVE DIRECTOR, JJWC</b>  | <b>EXECUTIVE DIRECTOR, JJWC</b>   | 12/22/2023  |



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