

GENDER AND DEVELOPMENT ACCOMPLISHMENT REPORT FY 2025

JUVENILE JUSTICE AND WELFARE COUNCIL
Actual GAD Expenditure: Php 973,307.57

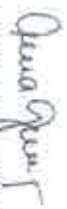
Gender Issue/GAD Mandate	Cause of Gender Issue	GAD Result Statement/GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators	Actual Result (Output/Outcomes)	Total Agency Approved Budget	Actual Cost	Variance/ Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
CLIENT-FOCUSED									
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	Evaluation of the Child Protection Policy of Bahay Pag-Asas	Number of BPAs with CPP Number of batches of workshop conducted	58 Bahay Pag-Asa nationwide developed Child Protection Policy	₱500,000	₱82,927.71	The budget for the activity was supposedly sourced out the Support to BPA Project. However, the agency did not receive allocation for the Project; hence, we had a limited implementation of the evaluation of child protection policy resulting in lower actual utilization cost.
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 Number of children attended	15 training batches conducted, covering 247 male CICL and 39 female CICL in Bahay Pag-Asa facilities	₱400,000	₱182,670.00	Reasons for variance: 1) Not all BPAs were provided with GAD training due to absence/resignation of Project Development Officer in some RJWCs. The PDOs were the Regional Secretariat staff assigned with the conduct of GAD training 2) Actual cost of catering services was lower than the budget allocated
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	Training of Trainers for Basic GAD Module for Children	Number of JJWC staff capacitated	Replaced with HGDG/ Workshop on GAD Module for BPA Residents on May 21 – 23, 2026	₱250,000	₱233,372.45	Variance of ₱16,627.55 was due to unavailability of other GFPS members. The activity was replaced, as it was deemed more necessary by the GFPS.

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ORGANIZATION-FOCUSED									
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	51 RIJWC staff participated in the 18-day Campaign	P540,000	P64,403.87	Variance of P475,596.13
RA 10028 of the Expanded Breastfeeding Promotion Act		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 facility Access to breastfeeding information provided No. of breastfeeding mothers who availed the services	One room allocated for breastfeeding. JIWC staff were informed of the availability of the breastfeeding room 3 JIWC staff availed the breastfeeding room	P178,651.14	P202,347.60	Variance of P23,696.46 is due to salary of staff maintaining the room and/or room lease
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, JIWC initiated)	Number of pax attended	51 RIJWC staff participated in the National Women's Month	P560,000	P64,403.87	Variance of P495,596.13 is due to online celebration and/participation to National Women's Month
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 approved by 4th Quarter	Not conducted	P40,000	N/A	To be conducted by 2025

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(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
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	2 Learning Sessions on the Overview of the Revised Guidelines on Anti-Sexual Harassment Cases on October 23, 2025.	₱60,950.18	₱76,237.47	Variance of ₱15,287.29 is due to honorarium to the resource person
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 updated	Not updated	₱25,209.26	N/A	The JIWC Website is being updated
Agency's Anti-Sexual Harassment (ASH) Plan not fully implemented	CODI is newly-reconstituted	To strengthen capacity of JIWC-CODI to fully implement the ASH Plan	GASS: General Administration and Support/General Management and Supervision	Regular CODI meetings	Action plan implemented by 4th quarter Number of CODI meetings conducted	Not implemented No meetings conducted	₱34,264.64	N/A	There were no CODI cases or concerns raised
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 the Crafting of Procedures and Work Instructions in Managing Cases	Number of procedures and work instructions formulated	No PAWIM formulated	₱68,529.27	N/A	To be conducted by 2026
Agency experience difficulty in monitoring the Gender	GAD-KM is newly established	To ensure monitoring of the GAD Plan Implementation	GASS: General Administration and Support/General	Regular GAD Committee Meetings	Number of GAD meetings Number of GAD Plan monitoring	4 meetings conducted No monitoring tool	₱38,221.66	₱66,944.60	Variance of ₱28,722.94 due to salary increase of GFPS members

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mainstreaming efforts of the agency			I Management and Supervision		tool updated GAD AR finalized by end of the year GAD Plan finalized for submission for the succeeding year	1 GAD AR finalized 1 GAD Plan finalized for submission for the succeeding year			
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 the Procedures and Work Instructions Manual (PAWIM) on Core Secretariat Processes in JWC to integrate gender component	Revised PAWIM for Core Processes by 4th Quarter	No revised PAWIM.	₱170,903.18	N/A	To be conducted by 2026
GAD ATTRIBUTABLE PROGRAM									
				Support to Bahay Pag-Asa Project (See attached PIMME for the Project)			₱13,000,000	N/A	No funding was released to the agency for the Support to BPA Project
TOTAL							₱15,866,729	₱973,307.57	

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