

**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT  
FY 2014**

<b>Reference:</b> Direct Encoding (No GPB in database)			
<b>Organization:</b> Office of the Solicitor General		<b>Organization Category:</b> National Government, Attached Agency	
<b>Organization Hierarchy:</b> Department of Justice, Office of the Solicitor General			
<b>Total Budget/GAA of Organization:</b>	517,306,000.00		
<b>Actual GAD Expenditure</b>	1,438,452.35	<b>Original Budget</b>	2,737,000.00
		<b>% Utilization of Budget</b>	52.56
<b>% of GAD Expenditure:</b>	0.28%		

	<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>Output Performance Indicators / Target</b>	<b>Actual Result (Outputs / Outcomes)</b>	<b>Total Agency Approved Budget</b>	<b>Actual Cost / Expenditure</b>	<b>Responsible Unit / Office</b>	<b>Remarks</b>
<b>ORGANIZATION-FOCUSED ACTIVITIES</b>											
1	Creation and maintenance of GAD Focal Point System (GFPS)	There is a need to continuously capacitate the GAD Focal Point Members so they can efficiently and effectively discharge their duties and responsibilities.	To increase the level of understanding and appreciation by GAD Focal point members of gender and development mainstreaming.	MFO: General Administration and Support Services	2-day Workshop for the preparation of GAD Plan and Budget and Accomplishment Report	Number of GAD Planning and Budgeting Workshop conducted - 1	1 GAD Planning and Budgeting Workshop conducted last March 10-11, 2014 at Zambales 1 2015 GPB and 2013 AR of OSG developed and submitted to the PCW.	20 14 0,0 5,2 00. 77. 00 35 GA GA A A		GAD Committee	Done.



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2	Creation and maintenance of GAD Focal Point System (GFPS)	There is a need to continuously capacitate the GAD Focal point members so they can efficiently and effectively discharge their duties and responsibilities.	To increase the level of understanding and appreciation by GAD Focal point members of gender and development mainstreaming.	MFO: General Administration and Support Services	2-day Gender Analysis Workshop for GFPS members	Number of GFPS members trained on Gender Analysis - 13-15 members	16 members of the GFPS and 2 members of the OSG-Ladies Circle were trained on December 11 to 13, 2014 by Ms. Marita Pimentel of MC-WAGI	200,000.00 GA A	154,985.62 GA A	HRD-Training Unit	Done.



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3	Creation and maintenance of GAD Focal Point System (GFPS)	There is a need to continuously capacitate the GAD Focal point members so they can efficiently and effectively discharge their duties and responsibilities.	To increase the level of understanding and appreciation by GAD Focal point members of gender and development mainstreaming.	MFO: General Administration and Support Services	Attendance in seminars/ trainings offered by other agencies and linkages	Number of seminars/trainings attended - 3-5 At least 2 representatives from GFPS per seminar/ training	Attendance of GFPS members of the ff.: 1) 3 participants in the International Women's Human Rights by MC-WAGI (P36,000) 2) 3 participants in the Gender Responsive Planning and Budgeting Course by MC-WAGI (P28,500) 3) 5 participants in the 3rd Women's Summit in Miriam College (P10,000) and, 4) 2 participants in the Gender Mainstreaming Monitoring System by PCW.	80,000.00 GAA	138,177.20 GAA	HRD-Training Unit, GAD Committee	Done.



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4	Creation and maintenance of GAD Focal Point System (GFPS)	There is a need to continuously capacitate the GAD Focal point members so they can efficiently and effectively discharge their duties and responsibilities.	To increase the level of understanding and appreciation by GAD Focal point members of gender and development mainstreaming,	MFO: General Administration and Support Services	GFPS meetings	Number of meetings conducted - 6	1) Committee meeting on February 4, 2014 2) Committee meeting on May 20, 2014 3) TWG meeting on July 1, 2014 4) Committee meeting on October 17, 2014 5) Committee Meeting on November 21, 2014 6) Committee Meeting on December 17, 2014	12,000.00 GAA	51,580.80 GAA	GAD Committee, Planning Division	Done. Includes attribution costs
5	Observance of Women's Month in accordance with Proclamation No. 224 and 227, series of 1988	Inadequate awareness gender and development-related information.	To highlight women's role in all spheres of society and promote their participation in nation and institution building	MFO: General Administration and Support Services	Posting of advocacy streamers/ posters based on PCW-prescribed theme/ focus area	Advocacy streamers posted in conspicuous places in OSG	2 tarpaulins printed for the Women's Months	3,000.00 GAA	1,155.00 GAA	GAD Committee	Done. The posting of streamers/ posters activity has been absorbed into the Women's Month activity of the OSG.



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6	Observance of Women's Month in accordance with Proclamation No. 224 and 227, series of 1988	Need for stronger and wider information dissemination on RH Law and other latest issues affecting women.	To highlight women's role in all spheres of society and promote their participation in nation and institution building	MFO: General Administration and Support Services	Conduct of 1-Day Orientation on Reproductive Health as part of Women's Month activity of the OSG Participation of OSG staff in kick-off and other activities sponsored by other organizations to commemorate women's month	orientation sessions on reproductive health conducted for 100 women and 100 men employees number of staff who participated - 2 sessions 16 OSG staff participated in at least one women's month activity outside OSG	The budget was consolidated to be able to conduct a three-day event for the Women's Month wherein seminars were conducted (i.e., seminars on health and in investing) as well as incidental activities such as Zumba (for wellness) and medical sessions. Since this was a public event, the no. of participants were not recorded but it is estimated that at least 150 employees participated in any of the activities during the 3-day celebration.	90,000.00 GAA	89,314.00 GAA	GAD Committee	Done.



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7	Creation of a referral system wherein women employees who are victims of gender-based violence can report and seek assistance as mandated by RA 9710	There is a need for a venue inside the institution for women employees to report any form of gender-based violence	To create an enabling environment that would facilitate the reporting of gender-based violence cases	MFO: General Administration and Support Services	Creation of a Women's Help Desk	Establishment of Women's Help Desk - Women's Help Desk created and operational by March 2014	not yet applicable - SEE REMARKS/ JUSTIFICATION	50,000.00 GAA	0.00 GAA	GAD Committee	Done. Instead of setting-up a Women's Help Desk, the GAD Committee has drafted guidelines in acting upon cases of sexual harassment and other gender-related violence/ issues in the office and in the constitution of CODI. This has been submitted to the HRMD for their consideration.
8	Creation of a referral system wherein women employees who are victims of gender-based violence can report and seek assistance as mandated by RA 9710	There is a need for a venue inside the institution for women employees to report any form of gender-based violence	To create an enabling environment that would facilitate the reporting of gender-based violence cases	MFO: General Administration and Support Services	Form partnerships with other government agencies, NGOs, Pos, and bodies/ institutions/ groups, where women employees who report their experience of gender-based violence can be referred to for needed counseling or other professorial services	Conduct of meetings to facilitate formal partnerships/ coordination formed with NGOs and other government organizations/ agencies which provide assistance to victims - 5 meetings	The GAD Committee was able to strengthen partnership with MC-WAGI in supporting its events and seminars (by frequently sending representatives to such)	10,000.00 GAA	0.00 GAA	GAD Committee	Done.



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9	Lack of awareness and gender sensitivity on gender-related issues among OSG employees.	Insufficient capacity to promote Gender and Development mainstreaming.	To deepen the awareness of OSG employees of gender related issues, including violence against women and laws that promote gender equality.	PAP: Capacity Building Program	Training of employees.	Number of trainings provided (Conduct of GAD-related seminars and trainings such as gender-based violence, laws and human rights for promoting gender equality, and women in justice) - 2 seminars/ trainings conducted with at least 50-70 participants by September 2014	1) 13 Solo Parents participated in the 1st National Solo Parent Convention in Naga City (with DSWD resource persons as guest speakers) 2) 5 Gender Sensitivity Trainings were conducted for OSG employees (with a total of 134 employee participants)	500,000.00 GAA	786,659.60 GAA	HRD-Training Unit, GAD Committee	Done.
10	Lack of awareness and gender sensitivity on gender-related issues among OSG employees.	Insufficient capacity to promote Gender and Development mainstreaming.	To deepen the awareness of OSG employees of gender related issues, including violence against women and laws that promote gender equality	MFO: General Administration and Support Services	Creation of a link in the OSG website and intranet that would provide information about GAD matters	GAD information made available in the OSG website and intranet - GAD information easily accessible at the website and intranet.	GAD Link established at the OSG official website and OSG-Intranet which contains updates on the Committee and pertinent laws on GAD	0.00 GAA	2,337.48 GAA	GFPS-TWG, Case Management Service, Planning Division	Done.



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11	Lack of awareness and gender sensitivity on gender-related issues among OSG employees.	Insufficient capacity to promote Gender and Development mainstreaming.	To deepen the awareness of OSG employees of gender related issues, including violence against women and laws that promote gender equality.	MFO: General Administration and Support Services	Set up/ Designate an area in the OSG Library that would serve as GAD Resource Center	GAD Resource Center established in the OSG Library - At least 50 resource materials available	A book shelf was constructed in the OSG Library for its GAD resource materials. As of December 2014, the shelf holds 107 books related to GAD. As of Feb. 27, 2015: 1) GAD Budget- 83 books 2) OSG Budget- 24 books = 107 books	10,000.00 GAA	20,799.30 GAA	HRMAS-Library	Done.
12	Limited capacities of OSG to advance gender mainstreaming in regular programs	Lack of gender sensitive policies and protocols inside the institution	To create and implement internal policies or protocols that would gender sensitivity	PAP: Policy Development	Collection of sex-disaggregated and other GAD-related data /	Internal GAD database readily available by June 2014 - At least 2-3 policies that would help mainstream gender sensitivity in the office	Sex-disaggregated survey was distributed to all divisions and the results were collated into the Committee's initial database (210 employees answered the survey as of Dec. 11, 2014). This will be used as basis for future projects.			GAD-TWG, Planning Division,	Done.





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13	Lack of mechanisms and facilities that would help parents balance their work and parenting responsibilities	Juggling of work and parenting responsibilities is a common problem for working parents with young children to take care of. Thus, there is a need for OSG staff who have young children to have access to a facility wherein they can leave their young children while they are at work	To provide OSG staff with young children access to a facility that would enable them to balance their work and parenting responsibilities/ fulfill both their responsibilities	MFO: General Administration and Support Services	Establishment of a Day Care Center -	Day Care Center operational in 2014  Number of employees to benefit from the Day Care Center - 100  Number of children enrolled in the Day Care Center - 50	not yet applicable - SEE JUSTIFICATION.  not yet applicable  not yet applicable	1,422,000.00 GAA	0.00 GAA	GAD Committee, HRMAS	Done.The GAD Committee was able to conduct its sex-disaggregated survey during the latter part of the year (while prior efforts involved contacting government agencies specializing on data gathering and survey for assistance but was unable to look for available assistance). The GAD Committee was thus constrained to make its own survey form and conduct a Gender Analysis Workshop at the end of the year (as also seen in this report). The GAD Committee established that there were no available office space near the vicinity of the three (3) OSG buildings that would be large enough to accommodate the children and which would be accessible/ convenient for the mothers.



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14	Lack of gender-related information/ materials that would help facilitate in rendering legal services to clients	There is a need to publicize/ promote information on GAD relate dmatters to enhance the institution's promotion of GAD to its employees	To come up with various strategies to improve information and dissemination on GAD matters	MFO: General Administration and Support Services	Facilitate the acquisition of publications on women, gender and development, and jurisprudence relating to GAD, etc.	materials and publications purchased - 100	13 books related to Gender issues were procured	50,000.00 GAA	48,166.00 GAA	HRMAS-Library, GAD Committee	Done.The variance of -87 was due to the pricing of the books especially when most books relating to gender issues are by foreign authors. The price range would be from P1,000 to P6,000.
15	Lack of gender-related information/ materials that would help facilitate in rendering legal services to clients	There is a need to publicize/ promote information on GAD relate dmatters to enhance the institution's promotion of GAD to its employees	To come up with various strategies to improve information and dissemination on GAD matters	MFO: General Administration and Support Services	Compilation of a compendium of laws regarding women, GAD, etc., which may also serve as reference materials for lawyersPublication cost for layouting, editing, and low-cost printing of compendium of laws	Compendium of laws produced and published. - Compendium of laws utilized by lawyers and administrative staff as reference  Number of information materials compiled/ prepared/ printed and distributed - At least 10	not yet applicable - SEE REMARKS / JUSTIFICATION  not yet applicable - SEE REMARKS / JUSTIFICATION	100,000.00 GAA	0.00 GAA	GAD TWG	Done.A compilation of laws rlated to GAD were made by the TWG. However, the Committee decided that it should make a handbook instead of a compendium (since these laws are already readily available/ accessible over the internet)



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16	Lack of established linkages that could help strengthen the implementation of gender-responsive activities and to solicit support for its own initiatives	There is a need to establish linkage/ partnership with other government agencies and other institutional partners in order to learn from their best practices on GAD mainstreaming	To establish good linkage/ network/ coordination for the continuous formulation if GAD trainings and activities	MFO: General Administration and Support Services	Form partnerships with frontline institutions that focus on gender-mainstreaming	meeetings conducted and 3 parternship/ linkages established with other institutions -	The GAD Committee was able to strengthen partnership with PCW in supporting its events and seminars (by sending representatives to such or by participating in their campaigns)	10,000.00 GAA	0.00 GAA	GAD Committee	Done.demand-driven.
<b>SUB-TOTAL</b>								2,737,000.00	1,438,452.35	GAA	
<b>TOTAL</b>								2,737,000.00	1,438,452.35		

Prepared By:	Approved By:	Date
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