

BF 000: F1 2013 ANNUAL GAD PLAN AND BUDGET


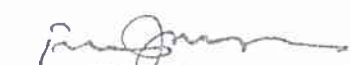
Department: Department of Justice  
 Agency: Office of the Solicitor General

Major Final Output: Representing the government, its agencies, instrumentalities, and agents in any proceeding, including any litigation, investigations or matter requiring the services of a lawyer.

Program/Project/Activity	Gender Issue/Concern	GAD Objective	Identified GAD Activity	Target	GAD Performance Indicator	GAD Budget
Capacity Building and Advocacy	There is a need to train the GAD Focal point members so they can efficiently and effectively discharge their duties and responsibilities	To conduct trainings and/or other activities that will help further the knowledge of GAD Focal point on GAD related matters.	Seminars and trainings such as GAD planning and budgeting and gender sensitivity training for trainers	1-2 trainings and/or activities conducted	Number of GAD members covered/trained	PhP100,000.00
	There is a need to further strengthen the capacity of the agency to promote the concept of Gender and Development to all employees.	To conduct seminars, trainings and foras pertaining to GAD.	Seminars and trainings such as gender sensitivity training, gender-based violence, laws and human rights for promoting gender equality, etc.	1-2 trainings conducted	Number of employees covered by the trainings/ seminars/ foras, etc.	PhP100,000.00
	There is a need to educate/inform the women employees of their rights	To conduct seminars, trainings and foras on women's rights	Seminars and trainings on Anti-Sexual Harassment Act or R.A. No. 7877, Magna Carta of Women or R.A. No. 9710, etc.	1-2 trainings conducted	Number of employees covered by the trainings/ seminars/foras, etc.	PhP100,000.00
	There is a need to provide women-employees (and even men employees) with opportunities to develop their skills, augment their income and be able to help support their families.	To conduct livelihood and/or skills trainings for the employees.	Skills training on first-aid and emergency preparedness as well as livelihood trainings (i.e. food processing, embroidery, short courses on repairs of machines or equipment, reflexology)	2-3 trainings conducted	Number of employees covered by the trainings/ seminars/ foras, etc.	PhP500,000.00 (includes professional fees, food, materials and other training costs)
Policy development and strengthening	There is a need for policies or protocols that would promote gender sensitivity	To create and implement internal policies or protocols	Implementation of the provisions of the Magna Carta of Women like the	Women employees made aware of the Special Leave	Number of women employees who have availed of the Special	No Cost

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	inside the institution.	that would facilitate gender mainstreaming.	Special Leave Benefits for Women	Benefit and avail it when needed.	Leave Benefit under the Magna Carta of Women	
Strengthening of mechanisms to protect women's rights and promote women's welfare.	There is a need for a venue inside the institution for women employees to report any form of gender-based violence.	To create a venue inside the institution for employees to report any form of gender-based violence.	Creation of a Women's Help Desk, a referral system wherein women employees experiencing gender-based violence as defined by RA 9710, can communicate with and if need be, referred to experts (NGOs, and other organizations or government agencies that can provide professional support/ counseling to victims)	Form partnerships with other government agencies, NGOs, POs, and others where women employees who would disclose experience of gender-based violence can be referred to for counseling or other professional services that they would need.	Women's Help Desk created;  Number of formal partnerships formed	Php 50,000.00 (to cover expenses for meetings with partners and launching activities)
		To create a venue for women employees to uphold their roles in the institution and strengthen their awareness on different issues affecting them.	To celebrate Women's Month on March and Breast Cancer Awareness Month on October	Conduct of seminar on cancers commonly affecting women, free breast examination and offered pap smear for minimal fee among OSG women employees.	Number of women employees who attended the seminar and availed of the free breast examination and pap smear	Php100,000.00
	As it is a common problem for most working mothers to find a place to leave their children while they are at work, there is a need to establish a facility that is accessible and can safely provide care for their	To provide working mothers access to a facility that would enable them to fulfill both their responsibilities as mothers and employees.	Establishment of a Day Care Center in the new OSG building	A Day Care Center established	Day Care Center operational in 2013	Php1,000,000.00 (to cover the allowance for the day care teacher, and other operating expenses for the initial year)

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	children while they attend to their duties as full-pledged employees.					
Networking and Linkages	There is a need to establish linkage/ partnership with other government agencies and other institutional partners in order to learn from their best practice and to solicit support from its own initiatives.	To establish good linkage/ network for the continuous formulation of GAD training and activities.	Open the possibility of getting technical assistance/funding from foreign institutions			No Cost
Information dissemination	There is a need to provide wide information on GAD related matters in order to further the institution's promotion of GAD to its employees.	To come up with various strategies to improve information dissemination on GAD matters.	Procurement and distribution of "Gender Fair Language" Manual to lawyers to serve as guide in their preparation of pleadings	300 copies of <i>Gender Fair Language</i> manual procured	Manual distributed to each lawyer and excess materials to be deposited in the library for reference of other employees	300 copies @ PhP50.00 each = PhP15,000.00
			Creation of information materials (brochures, leaflets, etc.) on various GAD issues	Information materials created and updated	Number of information materials created	PhP100,000.00
			Development of a compendium of laws regarding women, GAD, etc., which can also serve as reference materials of lawyers.	Compendium of laws created	Compendium of laws utilized by lawyers and even administrative staff for reference	PhP100,000.00 (publication cost - for layouting, editing, and low cost printing of the compendium)
			Creation of a link in the OSG Website that would provide information about GAD matters			No Cost
			Creation of an area in the OSG Library that would serve as GAD Resource Center			PhP 10,000.00 (for operational expenses)

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			Facilitate the acquisition of publications on women, gender and development, jurisprudence relating to GAD, etc.	Availability of these materials would enrich the reference materials of the institution on GAD and related matters, which can also be utilized by the lawyers when they perform their work in cases related to or involving GAD or women's concerns.	Materials and publications purchased	PhP100,000.00
Health and Wellness program	There is a need for a program that will respond to the health and wellness concerns of employees	To give the employees some sort of relief from their everyday work at the office with the goal of achieving physical fitness and well-being.	Conduct of different activities such as Aerobics, Yoga, Dance Class, Sports Fest, etc.	All OSG employees	Number of employees who joined each activity	PhP500,000.00
<b>TOTAL</b>						PhP 2,775,000.00
Prepared by:   ANNA ESPERANZA R. SOLOMON Assistant Solicitor General CHAIRPERSON OF GAD FOCAL POINT			Approved by:   FRANCIS H. JARDELEZA Solicitor General HEAD OF AGENCY			Date:  28 MARCH 2012  DAY/MO/YR