

ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT
FY 2024

Reference: Endorsed GPB #2024-017108				Date Endorsed: Feb 20, 2024	
Organization: Council for the Welfare of Children				Organization Category: National Government, Attached Agency	
Organization Hierarchy: Department of Social Welfare and Development, Council for the Welfare of Children					
Total Budget/GAA of Organization:	144,085,000.00				
Actual GAD Expenditure	7,511,969.75	Original Budget	13,508,858.87		
		% Utilization of Budget	55.61		
% of GAD Expenditure:	5.21%				

	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks
	1	2	3	4	5	6	7	8	9	11	12
CLIENT-FOCUSED ACTIVITIES											
1	Perpetuation of Child Early and Forced Marriage Union (CEFMU) and Pursuant to the Implementing Rules and Regulations (IRR) of Republic Act No.11596 otherwise known as An Act Prohibiting the Practice of Child Marriage and Imposing Penalties for Violations Thereof	Limited knowledge/mechanisms in preventing CEFMU by the stakeholders, i.e. government agencies, civil society organizations, children/youth, parents/guardians among others	Prohibition of CEFMU is advocated/implemented to ensure that children are protected from the effects of gender-based violence (GBV)	MFO: MFO Outcome Level 1: Sustaining Child-rights at all levels of decision-making, programming, monitoring and evaluation of programs and servicesMFO Key Results Area 4: Heightened Child Rights and Promotion	a) Conduct of Consultation Meetings with concerned partner agencies from government, CSOs b) Conduct of Cluster Consultation Workshop on the Development of National Action Plan on Preventing Child Early, and Force Marriages and Unions (NAP PCEFMU) c) Conduct of Regional Consultation workshops for the Development of NAP PCEFMU	a) No. of consultation meetings with concerned partner agencies attendedb) No. of Consultation Workshops on the Development of NAP PCEFMUprovided secretariat and technical support	a) Attended two (2) consultation meetings with concerned agencies from National Government Agencies, CSOs, UNICEF,UNFPA among others on8 March 2024, and 14 May 2024.b) Provided secretariat and technical support to one (1) National and three(3) Regional Consultation Workshops on the Development of NAP PCEFMU on 13-14 October- Tacloban Leg, 06-09 November 2024 - Davao Leg, 14-17 December 2024 - Zamboanga Leg	0.00 GAA 0.00 GAA	218,067.87 GAA 175,936.81 GAA	Policy, Planning, and Research Division	Done. The series of regional consultation workshops were implemented based on the agreements and outcomes established during the Consultation meetings with DSWD, UNICEF, UNFPA and Philippine Legislators' Committee on Population and Development (PLCPD).

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2	Weak integration of gender perspective in the observance of the following:a) RA 10661 or the National Children's Monthb) 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	(1) The Child Sexual Abuse Awareness Week (CSAAW) was observed on 11-16 February 2024 with the theme Stop Online and Offline Abuse and Exploitation of Children. Act Now!. It focused on both online and offline modalities of sexual and gender-based violence. A CSAAW Dialogue Forum focused on Creating a Community of HOPE (Help and Opportunity to Protect and Emancipate) OSAEC and CSAEM through Hybrid (face-to-face and Online) was held on 14 February 2024. It aimed at strengthening the awareness to take action against child sexual abuse and exploitation in the community and coming up with comprehensive intervention/measures for the families (parents, guardians, and relatives) to address problems of child sexual abuse, particularly online sexual exploitation. It was attended by 202 individuals, 140 of whom were female and 62 were male. - CSAAW Culmination Event: A partnership with Pasay City LGU was forged with a declaration of commitment, attended by 183 adult participants, 133 female and 54 male, including 18 children - 10 girls and 8 boys. (2) The 2024 Girl-Child Week Kick-Off activity was celebrated in partnership with the Puso sa Puso Edukasyon, Inc. for 18 March 2024 event WE March for Girls ARTreach Workshop at the Puso sa Puso Edukasyon (Parola Center), Tondo, Manila. The 19 March 2024 activity was in collaboration with the Orthopedic Hospital Children's Ward, with 30 girl-children aged 10 to 15 years old from Barangay Parol, Tondo were beneficiaries of said NGO. The activity taught them about safe, unsafe, and confusing touches, comprehensive sexuality education, child rights, bodily autonomy, and Basic Self-Defense Skills. Aside from play activities conducted for children, the CWC MAKABATA Helpline was also presented during the activity.	109,661.87 GAA 92,152.17 GAA 610,379.80 GAA	99,870.72 GAA 145,327.20 GAA 767,015.79 GAA	Public Affairs and Information Office	Done.

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3	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	The Guide for Media Practitioners on the Reporting and Coverage of Children was approved by the Council Board in September 2024	215,599.90 GAA	534,745.82 GAA	Public Affairs and Information Office	Done. This is partially done because it is set to be launched in April 2025 at DSWD Central Office. Meanwhile, it has been uploaded on the website https://cwc.gov.ph/protocol-tools-and-standard/#8978/1/
4	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	There is no specific media engagement yet on using the updated or approved guidelines. However, there were consultations/workshops interviews with the Media and Focus Group Discussions with the NGAs and RC/SCWCs, including NGAs and NGOs on July 29-31, 2024. A Validation Session with the Media, NGAs, NGOs, and RC/SCWCs was also held on August 22, 2024. Upon approval of the Council Board in September, the updated guideline was submitted to the Office of Assistant Secretary for Attached Supervised Agencies - DSWD OASAs and provided with inputs. Conduct of orientation will be carried out this 2025	163,782.95 GAA	0.00 GAA	Public Affairs and Information Office	Partially Done. Orientation on the usage of media standards will be conducted following its launching in April 2025 at the DSWD Central Office. Meanwhile, it has been uploaded via the website https://cwc.gov.ph/protocol-tools-and-standard/#8978/1/ .
5	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	The number of audiences was determined from CWC Official Facebook account with a minimum of 1,000 for each post. It was noted that the episode on Parenting in Digital Age on 25 November 2024 had 8,000 viewers. Results were based on the total of 43 episodes aired via Radyo Pilipinas 1278 KHZ and streamed at CWC Facebook account https://www.facebook.com/CWCgovph from January - December 2024.	36,097.08 GAA	575,932.47 GAA	Public Affairs and Information Office	Partially Done. This is partially done because there is an ongoing procurement of the MAKABATA Podcast. However, while the podcast has not been constructed physically, the CWC in partnership with Presidential Broadcasting Service - Radyo Pilipinas produces and airs the Makabata Teleradyo Program every Mondays, 4PM-6PM

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6	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	No Gender-Based Violence conducted.However, CWCparticipated and provided inputs in the following IACVAWC activities:1. Series of meetings and consultations on the proposed amendment of RA 9262 also known as the Anti-Violence Against Women and Their Children Act of 2004 from April 2024-August 2024.The final version of the consolidated amendments will become part of the 20th legislative agenda of PCW.2. National Gender-Based Violence (GBV) Data Forum on November 27-28, 2024 at Shangri-La, Mandaluyong.3. Meetings and consultations on VAW Data Harmonization [Intake Form] and Data Protocol Sharings on June 6 and July 3, 2024.4. PPRD (5) and PAIO (1) staffers attended the kick-off activity of the 18-Day Campaign to End Violence Against Women(EVAW) on 25 November 2025at Park Inn by Radisson Park, North EDSA, Quezon City.It has a (2022-2027) recurring campaign theme, UNiTEd for a VAW-free Philippines and its 2024 sub-theme, VAW Bigyang Wakas, Ngayon na ang Oras!5. 56th IACVAWC Meeting on 28 June 2024, Bayleaf Hotel, Intramuros, Manila6. TWG- Dimension 4 TWG:BPIA 30 National Consultation, May 6, 2024, Cocoon Boutique Hotel7. Awareness Campaign: 18-day campaign on VAWC conducted for Brgy. San Pedro, Galas, Quezon City on 25 November 2024.	229,119.36 GAA	101,568.00 GAA	Planning Unit	Partially Done.

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7	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	Non-prioritization of gender issues faced by girl and boy children in trafficking such as forced labor, sexual exploitation/prostitution, online sexual abuse or exploitation of children andproliferation of child sexual abuse or exploitation materials among others	Proficient knowledge and skills of CWC personnel on the various forms, causes and effects of gender-based violence among children	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 World Day Against Trafficking (b) Participation in IACAT activities such as regular meetings and policy-making among others (c) Conduct of Nationwide Orientation on the Salient Features of the Amendment to the Anti-Trafficking in Persons Act (RA 10364) and Anti-Online Sexual Abuse or Exploitation of Children (OSAEC) and Anti-Child Sexual Abuse or Exploitation Materials (CSAEM) Law	One (1) webinar or orientation on the amended trafficking act conducted, 1 social media post card published, 2 IACAT meetings attended and 1 IACAT issuance or document reviewedand assessed to include the child-rights perspective No. of IACAT issuances and documents reviewed/assessed No. of IACAT meetings attended No. of conducted sessions and number of staff trained No. of published social media cards	IACAT Annual Workplan and GAD and Monitoring, Evaluation, Reports, and Learnings (MERL) Orientation on 18-22 March 2024. The activity aimed to revisit the 4th National Strategic Action Plan Against Trafficking in Persons (2023-2027) and assess the accomplishments in 2023 planned in the 2023 Work Plan. CWC participated in the review of IACATissuances and documents from the IACAT Secretariat such asIACAT Guidelines on Survivor Engagement, Resolution Creating the Inter-agency Committee on Illegal Adoption and Adopting Guidelines on the Institutionalizationand Strengthening of the Regional Committee on VAWC and Local Committee on Anti-Trafficking and VAWC and itsJoint Memorandum Circular, Resolution approving the Terms of Reference for the Monitoring, Evaluation, Reporting, and Learning (MERL) Focal Points for implementation of MERL Framework of IACAT among others Attended two (2) IACAT Regular Meetings:07 May 2024, 16 July , 13 December 2024 No sessions conducted Instead of social media cards, the IACAT matters were featured in MAKABATA Teleradyo : Episode 14 - Child Trafficking, Episode 40- IACAT Episode 42	273,217.56 GAA	20,668.88 GAA	Policy Unit	Done.

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8	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	The CWC through the Planning, Policy and Research Division (PPPRD) co-led Protecting Children Online: A Cascading Forum of the IRR of R.A. 11930 together with World Vision and Project ACE held on 20 - 22 February 2024, which aimed to raise awareness on the duties and responsibilities of the government and sector. The activity gathered different stakeholders from small and big businesses, civil society organizations, representatives from Congress, and key government agencies. - Safer Internet Day was celebrated on 06 February 2024, as part of the National Coordination Center against Online Sexual Abuse or Exploitation of Children and Child Sexual Abuse or Exploitation Materials (NCC-OSAEC-CSAEM). The event was based on Proclamation No. 417, s.2018, which established Safer Internet Day as a national celebration in the Philippines. Together for a Safer Internet was the global theme for 2024. The Safer Internet Day was aimed at promoting safe, responsible, and positive use of internet technologies. - A Sining Sibol: Content Production of Childrens Rightison 23 March 2024 in partnership with World Vision and Project ACE was also conducted by PPRD.20 children from the Barangay Children Association in Pangasinan attended the activity,they were oriented about R.A. 11930, R.A. 9231, and the Makabata Helpline 1383. After which, they were tasked to create public service announcements in different formats. These include spoken word poetry, news reporting, drama play, and poster-making. They were able to produce outputs tackling issues on early pregnancy and anti-OSAEC among others. There were 100 attendees during the National Safer Internet Day.	107,558.73 GAA	29,012.56 GAA	Policy Unit	Done.

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9	Limited opportunities for children, especially for girl children from marginalized sectors, to participate in leadership activities	Culture and social norms limit the participation of girl children in leadership programs and activities.	Equal participation of boys and girls in child governance is strengthened by empowering all children with knowledge of their rights and roles	MFO: Outcome Level 1: Sustaining Child-rights at all levels of decision-making, programming, monitoring and evaluation of programs and services Key Results Area 4: Heightened Child Rights and Promotion	Conduct of the National Children's Conference (including selection of the representatives for the ASEAN Children's Forum)	No. of girls and boys participated No. of Children's Conference conducted Final copy of Children's Declaration or Statement	A total of 65 children participated in the National Conference. These include:> Conference Child Facilitator and as Attendees: Boys- 8 and Girls- 16> Conference Attendees: Boys-20 and Girls-21 Conducted the 8th Philippine National Children's Conference on 19-22 June 2024 at ArdenHills Suites, Quezon City Children's Declaration or Statement prepared	0.00 GAA 0.00 GAA	210,020.00 GAA 314,844.00 GAA	Localization and Institutionalization Division	Done. The Conference was conducted in partnership with Association Sur Emmanuelle (ASMAE), Consuelo Foundation and Stairway Foundation.
10	Local Council for the Protection of Children (LCPC) lacks gender-responsive tools such as a comprehensive data bank on children, hindering the disaggregation of data, resulting in poor identification of gender-based deprivation issues on girls and boys, and evidence-based planning of preventive and responsive PPAs.	Lack of sex-disaggregated data, limited gender sensitivity among LCPC members, and absence of gender-focused indicators in situationers, plans, and other child rights and protection tools	Enhanced Local Code for Children (LCC) and Local State of Children Report (LSCR) Modules to integrate gender-sensitive data and build local capacity to address gender-specific child rights and protection issues.	MFO: Outcome Level 1: Sustaining Child-rights at all levels of decision-making, programming, monitoring and evaluation of programs and services Key Results Area 4: Heightened Child Rights and Promotion*	Conduct of the Pilot-Testing of the Local Code for Children (LCC) and Local State of Children Report (LSCR) Modules	No. of Pilot testing of LCC and LSCR conducted No. of LCPC members participated in the Pilot testing	One (1) pilot-testing of LCC and LSCR modules conducted on 15-20 April 2024 at Swiss Belhotel Blulane, Sta. Cruz, Manila. The activity was attended by a total of 32 participants from seven (7) LCPCs - Santa Ana, Cagayan San Jacinto, Masbate Negros Oriental Province Catbalogan City, Samar Alicia, Zamboanga Sibugay Agusan del Sur Province Pateros, Metro Manila. 23/32 attendees were female, while the remaining 9 attendees were male.	0.00 GAA 0.00 GAA	615,400.86 GAA 598,250.00 GAA	Localization and Institutionalization Division	Done.
ORGANIZATION-FOCUSED ACTIVITIES											
11	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	No GAD trainings conducted Only HGDG was conducted as reflected in Row 17	771,165.00 GAA 66,000.00 GAA	0.00 GAA 0.00 GAA	Human Resource and Development Section	Not Done. JUSTIFICATION: The conduct of other GAD-related capacity-building activities was constrained by the limited human resources in the Human Resource Management and Development Section (HRMDS). With limited personnel to manage day-to-day operations, administrative tasks, and capacity development activities, the HRMDS could not effectively assist in planning and facilitating other GAD training activities throughout the period. As a result, the HRMDS had to prioritize its resources, leading to the exclusive focus on the Harmonized Gender and Development Guidelines (HGDG) training for GFPS members and key personnel. Other planned GAD training initiatives, which might have enhanced gender mainstreaming efforts, were not conducted due to their operational limitations.

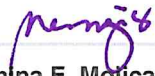
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12	In accordance with Proclamation No. 224 s. 1988 declaring the first week of March each year as Womens Week and March 8 as Womens Rights and International Peace Day and Republic Act 6949: National Womens Day or an Act to Declare March 8 of every 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	No GAD training conducted except for HGDG training-workshop Activities conducted for the 2024 Women's Month and Girl-Child Week celebration:1.Advocacy Video - Of course, challenge.2.Makabata Teleradyo episode 15 for Women's Month with PCW Executive Director Khay Ann M. Borlado as guest speaker3. Power-Up Self-Defense class4. Basic Skin Care and Make-Up Class5. Bullitin Board Making Contest (Women and Art)	269,020.62 GAA	109,468.91 GAA	Planning Unit and GFPS Technical Working Group	Done.
13	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)	- GFPS & TWG Meeting for GAD AR 2023 & reconstitution of TWG members held on 13 February 2024- PPRD held PMT/GAD Meeting within the Division on 24 July 202- The PMT Special Meeting for OPCR 2nd semester 2023 was held on 24 January 2024 and PMT/GAD TWG meeting on SPMS held on 12 August 2024. GFPS members attended the HGDG workshop on 22-25 March 2024.No other training/s conducted PMT and GAD TWG were combined as one group as decided during the Mid-Year Performance and Assessment Planning in May 2024.	260,427.27 GAA	91,184.60 GAA	Planning Unit and GFPS Technical Working Group	Done.
14	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	25 CWC officials and staff attended the Training-Workshop on the Harmonized Gender and Development Guidelines (HGDG) on 25-27 March 2024 No GST conducted	23,578.00 GAA	555,111.50 GAA	Human Resource and Development Section	Done.

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15	RA 9710 - Magna Carta of Women Chapter IV (Rights and Empowerment), Section 16. 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.)	None.	2,415,120.00 GAA	0.00 GAA	Human Resource and Development Section	Done. No CWC personnel have filed for the Special Leave Benefit (SLB) in relation to gynecological disorders. It is important to note that a contingency fund is available to support urgent or unforeseen medical needs such as this. P
16	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	1. Ongoing implementation of the Consultancy for the Development of the 2024 State of the Filipino Children Report (SOFCR) for a period of seven (7) months from August 2024 to March 20252. Conducted Consultation with Stakeholders on the M	300,000.00 GAA 0.00 GAA	185,895.44 GAA 632,100.40 GAA	Monitoring and Evaluation Division	Partially Done. The development of the 2024 State of the Filipino Children Report (SOFCR) is expected to be completed in March 2025.The salary attribution for this activity commenced in the second quarter and continued through to the fourth quarter of 2024

	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks
	1	2	3	4	5	6	7	8	9	11	12
17	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	Ongoing implementation of the Consultancy for the Enhancement of the SCFLG-KMS Phase II as of 16 December 2024. The initial documents received from the Consultant includes the wireframe mock design, the data flow and database schema, and the user management process flow for the MED ICT Systems. Not yet applicable.	3,750,000.00 GAA 0.00 GAA	432,900.38 GAA 539,642.20 GAA	Monitoring and Evaluation Division	Partially Done. The late onboarding of the consultant (due to failed bidding) caused delayed enhancements to the system. This will run through until April 2025.

	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks
	1	2	3	4	5	6	7	8	9	11	12
18	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	Ongoing implementation of the Consultancy for the Enhancement of the SCFLG-KMS Phase III as of 16 December 2024. The Consultant submitted initial documents such as the wireframe mock design, the data flow and database schema, and the user management process flow for the MED ICT Systems on 09 December 2024.	3,750,000.00 GAA	104,462.40 GAA	Monitoring and Evaluation Division	Partially Done. The enhancement will go on for a period of five (5) months, from December 2024 to April 2025.
19	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 - Physically established and updated quarterly or as needed GAD Corner/Section on the Website created and updated quarterly or as needed	GAD corner was established in the CWC The CWC website now features a GAD Corner. Initial articles were already posted, including the approved GAD Plan and Budget, GAD Accomplishment Reports, and some of the laws pertaining to GAD. This will be monitored and maintained on a regular basis.	21,236.60 GAA 44,741.76 GAA	18,120.91 GAA 19,097.80 GAA	Public Affairs and Information Office & Management Information System Unit	Done.

	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks
	1	2	3	4	5	6	7	8	9	11	12
20	Limited integration of gender perspectives in child-focused policies affecting children's rights	Lack of institutional engagement in national human rights planning frameworks such as the development of the 4th Philippine Human Rights Plan (PHRP4)	Gender perspectives and the rights of both girls and boys are integrated into national policies and frameworks, such as the development of the PHRP4, resulting in more inclusive and equitable human rights outcomes for children.	MFO:Key Result Area 4: Heightened Child Rights Advocacy and Promotion	Participate in consultations and review sessions for the development of the PHRP4 to advocate for the inclusion of gender perspectives and the rights of girls and boys.	a) No. of inter-agency activities (consultations, workshops, meetings) attended related to PHRP 4b) No. of staff participated in the PHRP4-related activitiesc) No. of PHRP4 document[s] prepared or commented	a) CWC PPRD staff participated/attended the following PHRP4 activities:- One (1) Consultation meeting attended on 11-12 April 2024 at Diamond Hotel-Four (4) Regional Consultation Workshops in Cebu City on 28-31 July 2024, Cagayan de Oro on 18-20 August 2024, General Santos on 01-03 September 2024, Zamboanga City on 16-17 September 2024 -One (1)5-day Writeshop for the Development of PHRP4 in Clark, Pampangan on 23-27 September 2024b) Two (2) staff participated in the consultation meeting, two (2) attended each regional consultation workshops, and six (6) in the 5-day Writeshop. Only one (1) male staff participated and the rest were female.c)One (1)PHRP4 document prepared specific to Chapter 4 of the PHRP4: Strengthening Child Rights Protection and Promotion Through National and International Frameworks*	0.00 GAA 0.00 GAA	149,646.87 GAA 119,286.87 GAA	Policy, Planning, and Research Division	Done.
21	Limited staff competencies in incorporating gender perspectives into policy-making processes	Lack of internal training and awareness among staff on legislative advocacy from a gender perspective.	Policy-making processes are enhanced with gender perspectives through training, advocacy, and awareness-building to promote inclusivity	MFO: MFO: Key Result Area 6: Support to Operations: a) Provide technical assistance and capability building trainings	Conduct of a learning session on legislative advocacy with gender perspectives	a) No. of a learning session on legislative advocacy with gender perspectives conductedb) Number of staff trained	a) One Virtual Learning Session on Legislative Advocacy conductedb) 27 staff trained, 24 female and 7 male	0.00 GAA 0.00 GAA	96,000.00 GAA 52,390.49 GAA	Policy, Planning, and Research Division	Done.
SUB-TOTAL								13,508,858.87	7,511,969.75	GAA	
TOTAL								13,508,858.87	7,511,969.75		

Prepared By:	Approved By:	Date
		
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