

ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2025

Sequence No.: 2025-020993				
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:	146,615,000.00			
Total GAD Budget	20,608,204.23	Primary Sources	20,608,204.23	
		Other Sources	0.00	
% of GAD Allocation:	14.06%			

	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
CLIENT-FOCUSED ACTIVITIES									



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

NORMINA E. MOJICA
OIC-DIVISION CHIEF, PPRD

USEC. ANGELO M. TAPALES
EXECUTIVE DIRECTOR V



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1	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 both girls and boys exposure to social media and lack of parental guidance	Increased knowledge of girls and boys, parents, primary caregivers, teachers/educational institutions, among others about the legislative measures in line with protecting children and 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) LawNote: On the conduct of webinars and other advocacy activities that include parents/guardians among others, we make sure that we give tips for the safety of the girls and boys when using social media and the risks of the use of online platforms	No. of meetings attended/conducted/facilitated No. of advocacy activities such as orientation facilitated/conducted	129,436.85	GAA	Policy, Planning, and Research Division



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2	Pursuant to PCW MC No. 2024-03, 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.	Non-prioritization of gender issues faced by girls and boys in trafficking such as forced labor, sexual exploitation/prostitution, online sexual abuse or exploitation of children, and proliferation of child sexual abuse or exploitation materials and other forms of gender-based violence	Improved public knowledge and awareness on the gender issues faced by girls and boys on trafficking	MFO: MFO:Key Result Area 4: Heightened Child Rights Advocacy and Promotion MFO:OutcomeLevel 1: Sustaining Child-rights at all levels of decision making, programming, monitoring and evaluation of programs and services	(1) Participation in IACAT and IACVAWC activities, such as regular TWG meetings and workshops and other advocacy activities	No. of IACAT and IACVAWC meetings/consultations/workshops and other advocacy activities among others attended	89,632.74	GAA	Policy, Planning, and Research Division and Public Affairs and Information Division



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3	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 advocated/implemented to ensure that girls and boys are protected from the effects of gender-based violence (GBV)	MFO:Key Result Area 4: Heightened Child Rights Advocacy and Promotion MFO:Outcome Level 1: Sustaining Child-rights at all levels of decision making, programming, monitoring and evaluation of programs and services	(1) Cluster Consultation Workshop on the Development of NAP PCEFMU- Baguio Leg(2) National Action Plan for the Prohibition of CEFMU Validation Workshop	Draft National Action Plan for CEFMU developed Cluster Consultation Workshop on the Development of NAP PCEFMU conducted - Baguio Leg	197,590.00	GAA	Policy, Planning, and Research Division



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4	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 of integrating gender perspectives during consultations and other participatory activities with partners. parents/guardians and both girls and boys. GFPS members ensure gender participation in the national observances of children.	Improved access to information and enhanced knowledge and attitudes of girls and boys on gender issues and various forms. causes, and effects of gender-based violence among them, 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 Key Result Area 2: Broadened and Expanded Partnership	(1) Observance of the following: (a) National Children's Month (b) Girl-Child Week (c) Child Sexual Abuse Awareness Week (2) Participation in activities such as meetings, and consultations among partners, parents,/guardians and children both girls and boys (3) Conduct a brainstorming session or any consultation activity/survey mechanism to consult girls and boys on the CWC-led national observances	No. of major and supporting activities coordinated and conducted Sex-disaggregated data on participatory/planning activities Brainstorming session or any consultation activity/survey mechanism to consult children both girls and boys on the CWC-led national observances conducted No. of consultations/meetings with partners, parents/guardians, and children both girls and boys conducted to support the national observances on children	92,369.44 235,891.88 108,084.16	GAA GAA GAA	Public Affairs and Information Office



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5	Lack of gender perspective on media engagements	Lack of awareness on gender-fair language and responsive media reporting on issues about girls and boys. There is still a negative or discriminatory portrayal of girls and boys when reporting.	Increased knowledge of gender-fair language and responsive media reporting on issues and concerns about girls and boys	MFO:Key Result Area 4: Heightened Child Rights Advocacy and Promotion	Airing of the Makabata Teleradyo Program and raise awareness and advocating for issues affecting children both girls and boys' welfare, providing valuable information to parents, guardians, educators, and children about available policies and services, ensuring their voices are heard by relevant authorities, and fostering an inclusive, child-friendly media platform that amplifies child-centered narratives.	No. of episodes aired with gender and development related topics on Makabata TeleRadyoand CWC Facebook Page	187,369.20	GAA	Public Affairs and Information Office



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6	Lack of integration of GAD perspectives in the development of the 20th CWC Legislative Agenda	Lack of mechanism to monitor the application of gender mainstreaming within the proposed legislative measures	GAD perspectives are integrated in the development of the 20th CWC Legislative Agenda	MFO: Outcome Level 1: Sustaining Child-rights at all levels of decision making, programming, monitoring and evaluation of programs and services	(1) Conduct of meetings/consultation workshops(2) Develop, print and disseminate IEC materials(3) Development of a draft mechanism or tool to monitor the application of gender mainstreaming within the proposed legislative measures	A draft mechanism or tool to monitor the application of gender mainstreaming inthe development of the 20th CWC Legislative Agenda No. of IEC materials developed, printed, and disseminated (online and onsite) No. of meetings/consultations/workshops facilitated/conducted	554,500.00	GAA	Policy, Planning and Research Division (with assistance from PAIO)
ORGANIZATION-FOCUSED ACTIVITIES									



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7	Proclamation No. 227 mandates the observance of National Women's Month (NWM) with the appropriate ceremonies and activities wherein the CWC continuously supports the NWM to heighten CWC staff's awareness of gender and development, women's empowerment and respect for human rights of women.	CWC staff have limited knowledge on the rights of women and girl-children due to their limited time to participate in the GAD discussions/fora	Empowered CWC staff to be agents of change to contribute in promoting gender equality and the empowerment of all women and girls.	MFO: GASS: Support to Operations	Participation in the National Women's Month Celebration (PCW and CWC initiated activities)	No. of CWC staff attended the events organized by PCW and CWC initiated activities No. of CWC staff 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 2025 Women's Month celebration	105,945.18	GAA	All Divisions/Units(lead: Planning Unit and GFPS Technical Working Group)



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8	Pursuant to PCW MC No. 2024-04, 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.	Non-prioritization of gender issues faced by girls and boys in trafficking such as forced labor, sexual exploitation/prostitution, online sexual abuse or exploitation of children, and proliferation of child sexual abuse or exploitation materials and other forms of gender-based violence	Proficient knowledge and skills of CWC personnel on the various forms, causes and effects of gender-based violence among girls and boys.	MFO:OutcomeLevel 1: Sustaining Child-rights at all levels of decision making, programming, monitoring and evaluation of programs and services	(1) Observance of the World Day Against Trafficking (2) Observance of the 18-day campaign to end violence against women and children through Learning Session on Preventing Gender-based Violence in the Workplace, and Prevention and Response to Violence Against Children and Women with the inclusion of a topic on the effects of violence against girls and boys	Percentage of CWC male and female staff participated in the learning session on gender-based violence (GBV) No. of sessions conducted and number of staff oriented on the various forms, causes and effects of gender-based violence among girls and boys.	95,252.15 83,267.87	GAA GAA	Policy, Planning and Research Division and GFPS Technical Working Group



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9	RA 9710 - Magna Carta of Women Chapter IV (Rights and Empowerment), Section 18. 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.	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	(1) Provision of Special Leave Benefit of 2 months with full pay based on gross monthly compensation following surgery caused by gynecological disorders(2) Conduct orientation on the RA 9710 - Magna of Carta of Women, Section 18. Special Leave Benefits for Women to new staff during the onboarding process(Note: Open to all staff regardless of gender)	Percentage of new staff attended the orientation on the Special Leave benefits for women 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	2,415,120.00	GAA	Human Resource and Development Section
10	Limited awareness or knowledge of internal and external clients on CWC's GAD programs, projects and activities	Lack of information on gender-fair and gender-perspective statistics and information on GAD	Increased knowledge of gender issues and developments in gender studies and policies, and CWC GAD programs,projects and activities	MFO: MFO: Key Result Area 4: Heightened Child Rights Advocacy and Promotion	Continuous improvement of GAD corner on the CWC website	GAD Corner/Section on the CWC website updated quarterly or as needed and maintained	43,652.16	GAA	Management Information System Unit & Public Affairs and Information Office



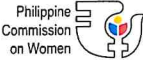
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11	Lack of utilization of sex-disaggregated data (SDD) and/or gender statistics in the development planning cycle (planning and budgeting, implementation and monitoring and evaluation)	Limited situational analysis on girls and boys Lack of information on the enhanced knowledge management system (KMS) Lack of information on the enhanced information system and database for girls and boys	Improved capacity to monitor and evaluate policies, programs, and measures for girls and boys(NOTE: Aligned this with the Immediate Outcome 1110 of the Zero Draft of the Logic Model)	MFO: ORGANIZATIONAL OUTCOME II: Promoting evidence-based program development, management, & implementation through institutionalized monitoring & evaluation System MFO: Development, maintenance, andupgrading of functional information systems for children towards centralization of existing and new database for children	(1) Enhancement of the Subaybay Bata Monitoring and Evaluation System(2) Enhancement of the Seal of Child-Friendly LocalGovernance - Knowledge Management System (SCFLG-KMS) : (a) Pilot Testing on theSCFLG-KMS Phase III (b) Consolidation and preparation of the report on the results of pilot testing()	No. of M & E reports that utilized SDD and gender statistics on girls and boys No. of users trained in the roll-outNo. of users participated in the Pilot testing of SBMES Percentage of users participated in the Pilot testing on SCFLG-KMS	800,000.00 800,000.00 150,000.00	GAA GAA GAA	Monitoring and Evaluation Division



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12	The GAD Focal Point System (GFPS) experiences difficulty in mainstreaming gender and development (GAD) of the agency	GFPS has been reconstituted and would need orientation	Strengthened capacity of the GFPS new members on gender mainstreaming and monitored CWC GAD Plan and Budget (GPB)	MFO: GASS: Support to Operations	(1) GFPS Regular and Special Meetings (2) Conduct capacity building for GFPS members on Gender Analysis, GAD Plan and Budget and other GAD-related trainings	No. of trainings conducted for GFPS members GAD Plan for the succeeding year prepared and submitted No. of meetings conducted Percentage of GFPS members capacitated on Gender Analysis, GAD Plan and Budget, and other GAD-related trainings Note: subject to the availability of fund GAD Accomplishment Report drafted by the end of the year	190,424.60	GAA	Planning Unit and GFPS Technical Working Group
ATTRIBUTED PROGRAM									
13					MAKABATA HELPLINE 1383		14,329,668.00	GAA	Project Management Office
SUB-TOTAL							20,608,204.23	GAA	
TOTAL GAD BUDGET							20,608,204.23		



Prepared By:	Approved By:	Date
 Normina E. Mojica	 Usec. Angelo M. Tapaes	09/10/2025
OIC-Division Chief, PPRD	Executive Director V	



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