



**ADMINISTRATIVE ORDER**

No. 19

Series of 2020

**SUBJECT: ADOPTING THE DEPARTMENT OF SOCIAL WELFARE AND DEVELOPMENT (DSWD) GENDER AND DEVELOPMENT (GAD) AGENDA 2020-2025**

**SECTION 1. RATIONALE.** In the Strategic Plan 2018-2022 of the Department of Social Welfare and Development (DSWD) the Policy Development and Planning Bureau (PDPB) committed to facilitate the *Formulation of the DSWD Comprehensive Sector Plans*, which is one of the Strategic Initiatives (SI) under the DSWD Strategic Plan.

The Comprehensive Sector Plans will serve as strategic documents of the Department to ensure that all sectoral concerns are being addressed using the human rights-based approach (HRBA), disability-inclusive development, and gender and development as perspective and approach, as perspectives and approaches. These perspectives help the Department to accelerate the realization of people's fundamental rights towards empowerment of the sectors as the Chair of the Regional Inter-agency committee of sectors (e.g. Regional Inter-Agency Committee Against Trafficking-Violence Against Women and Their Children-Against Child Pornography, Regional Inter-Agency Council on the Welfare of Children and Persons With Disability, among others). In line with this, resource allocation and organizational capability are also considered to ensure the quality of interventions is responsive to the needs of the sectors. These plans should be formulated, implemented, monitored and evaluated with the participation of the sectors with priority given to the poor, vulnerable, and marginalized.

The strategic initiative involves the development of sector-specific DSWD results' matrices aligned with international commitments, national laws and sector plans and the DSWD Strategic Plan. These results matrices will be cascaded to DSWD Field Offices. Accomplishments will then be regularly monitored through the conduct of sector conferences to capture the situation and recommendations of different sectors.

The Women, Men, and Persons of Diverse Sexual Orientation and Gender Identity and Expression (SOGIE) Results Framework will be called as the DSWD GAD Agenda. It is the agency's framework and plan for gender mainstreaming and for achieving gender equality and women's empowerment (GEWE). The time frame of the DSWD GAD Agenda is six (6) years i.e., from 2020-2025. This is in compliance to Philippine Commission on Women (PCW) Memorandum Circular (MC) No. 2018-04 issued last 14 September 2018, otherwise known as the Guidelines for the Preparation of the GAD Agenda.

The development of the DSWD GAD Agenda is guided by the outcomes and goals in the Magna Carta of Women (MCW) and other women or gender-related laws relevant to the Department's mandates including commitments on Women, Peace and Security. It focuses on different areas of human development such as education, health and nutrition, labor and employment, disaster resilience, peace and security taking into account the effect of migration, violence, occurrence of disaster, climate change among others.

Anchored in the Department's Mandate, Vision, Mission and Organizational Outcome, the DSWD adopted the GAD Agenda 2020-2025 Results Framework:

## **SECTION II. LEGAL BASES**

- A. PCW MC N. 2019-02, s. 2019 – Preparation and Online Submission of Fiscal Year (FY) 2020 Gender and Development (GAD) Plans and Budgets
- B. PCW MC No. 2018-04, s.2018 – Guidelines for the Preparation of the GAD Agenda
- C. PCW MC No. 2018-05, s.2018 – Guidelines in the Preparation of 2020 GAD Plan and Budget and 2018 GAD Accomplishment Report
- D. PCW-NEDA-DBM Joint Circular No. 2012-01 – Guidelines for the Preparation of Annual GAD Plans and Budgets and Accomplishment Reports to Implement the Magna Carta of Women (RA 9710)
- E. Section 36 Chapter VI, RA No. 9710 – The Commission on Audit (COA) shall conduct an annual audit on the use of the GAD budget for the purpose of determining its judicious use and the efficiency, and effectiveness of interventions in addressing gender issues towards the realization of the objectives and the country's commitments, plans, and policies on women empowerment, gender equality and GAD.
- F. RA 9710 otherwise known as the Magna Carta of Women – a comprehensive women's human rights laws signed on August 14, 2009. It is the Philippines' translation of the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW).
- G. Philippine Plan for Gender-Responsive Development 1995-2025 – a 30-year plan that lays out development goals as well as strategies that will make gender equity essential in public policies and programs. It was published in 1998.
- H. Beijing Declaration and Platform for Action (BPfA+25) – it a considered the major blue print for gender equality and the empowerment of women. It was agreed during the 4<sup>th</sup> World Conference on women in 1995.
- I. Section 14, Article II, 1987 Constitution – The State recognizes the role of women in nation-building and shall ensure the fundamental equality before the law of women and men.
- J. UN Convention on the Elimination of All Forms of Discrimination Against Women - is an international treaty adopted in 1979 by the United Nations General Assembly. Described as an international bill of rights for women, it was instituted on 3 September 1981 and has been ratified by 189 states including the Philippines as one of the signatory of this treaty.

**SECTION III. OBJECTIVE.** This Administrative Order aims to officially adopt the DSWD GAD Agenda as the agency's framework and plan on gender mainstreaming in achieving gender equality and women's empowerment until 2025 in the Department. Specifically, it aims to provide guidance to all Offices, Bureaus, and Services as well as Field Offices in the preparation of their respective GAD Plan and Budget (GPB) from 2020 until 2025.

## **SECTION IV. THE DSWD GAD AGENDA 2020-2025**

The DSWD GAD Agenda Framework is a product of a series of consultation-workshops with the different sector focal persons, including the women focal staff and

GAD Technical Working Group members of the various Offices, Bureaus and Services (OBS) of the Department. Leading the framework development process was the Policy Development and Planning Bureau. This consists of the following steps:

1. The Planning and Monitoring Division (PMD) organized a planning team composed of sectoral focal persons, including women focal staff;
2. Consultation sessions with the representatives from various OBS of the Department conducted;
3. The PMD conducted analysis in coming up with policy and program gaps in the implementation of social welfare and development services;
4. Setting the Agency's GAD Outcome and Output Statements;
5. Formulation of outcome and output indicators as well as strategic initiatives that will push the realization of the outcome and output statements;
6. Outlining GAD outcome and output goals, indicators, baseline data, targets per goal; and,
7. Translating the GAD outcome and outputs into GAD programs, projects and/or activities to be indicated in the DSWD GAD Plan and Budget (GPB).

The first consultation session on July 2018 was an offshoot of various discussions attempting to define the word "comprehensive" as used in the term Comprehensive Sector Planning. In the course of these discussions it became apparent that the contemplation of the word "comprehensive" meant utilizing various approaches, principles, laws, policies, international conventions/ commitments/ agreements on development planning for the promotion and protection of the rights of vulnerable sectors. Hence, it was affirmed that "comprehensive" must be RIGHTS-BASED, and therefore, it should be DISABILITY-INCLUSIVE & GAD-RESPONSIVE. The Department as a duty-bearer recognizes that the minimum requirements to be RIGHTS-BASED is the full implementation of the different provisions of national laws promoting and protecting the poor, vulnerable and marginalized sectors of the society.

Having established a working definition of "comprehensive", a second consultation session was held last August 2018. This one-day activity attended by sector focal persons from Central Office meant to come up with gaps in the implementation of sectoral programs and services as bases for generating initial Sector Outcome and Output Statements. Consequently, a brief situation of women and men was presented to surface the differentials of both sexes vital in the realization of their rights (*Annex A*).

The third session, on September 2018 was a week-long activity where the goal was to come up with enhanced sector Outcome and Output Statements, along with their Indicators and Strategic Initiatives. In coming up with the draft Results Framework for GAD Agenda within the context of DSWD mandate, references were made and among were the different national laws that promote and protect the rights of women and children who are considered as part of the vulnerable groups.

On June 2018, consultation with the external M&E experts and practitioners were undertaken by PDPB-PMD to ensure the causal interrelatedness or logic of the indicators towards the achievement of the output and outcome statement and the development of evaluation design of each outcome indicators.

- The GAD Agenda Results Framework will contribute to the DSWD Strategic Focus 2 – Improved the well-being of beneficiaries and 4Ps households through strengthened Social Welfare System. Also, it will be the basis for

identifying the strategic programs, projects and activities needed with corresponding budget in order to achieve the long-term plan for gender mainstreaming and for achieving gender equality and women's empowerment goals. The accompanying documents are the: (1) Results Matrices (RM) and (2) Indicator Documentation Sheet (IDS) which translates the outcome and output statement into measurable indicators as well as identification of assumptions and risks. The RM and IDS are guides of the Department on how a certain program should use its resources, activities, in producing output and outcome committed results.

As such, it is imperative for the DSWD GAD Agenda to be cascaded in all Field Offices for the output (program level) as well as input level indicators will be implemented with proper accountability towards the achievement of the outcome.

The guidelines specify the GAD Agenda Outcome and Output Statement that shall contribute to the DSWD Strategic Focus – Improved the well-being of beneficiaries and 4Ps households through strengthened Social Welfare System, namely:

**Outcome 1:** Women, men and persons of diverse SOGIE with equitable access to gender-responsive social services

**Outcome 2:** Women and women's organization with equitable access to gender-responsive economic opportunities

**Outcome 3:** Vulnerability to all forms of violence against women, men and persons of diverse SOGIE reduced

The following **Output** is within the Department's mandate and capability to deliver within the plan period. Resulting from the implementation of programs, projects and activities are expected to lead the outcome:

- The Department shall guarantee that all programs accessed for and by women, men and persons of diverse SOGIE are gender responsive.
- The Department shall provide access to economic opportunities for and with the women and women's organization.
- The Department as Chair and member of different inter-agencies shall guide and deliver programs and interventions addressing issues against human trafficking, online sexual exploitation against children, violence against women and their children (VAWC) among others.

## DSWD GAD Agenda Results Framework

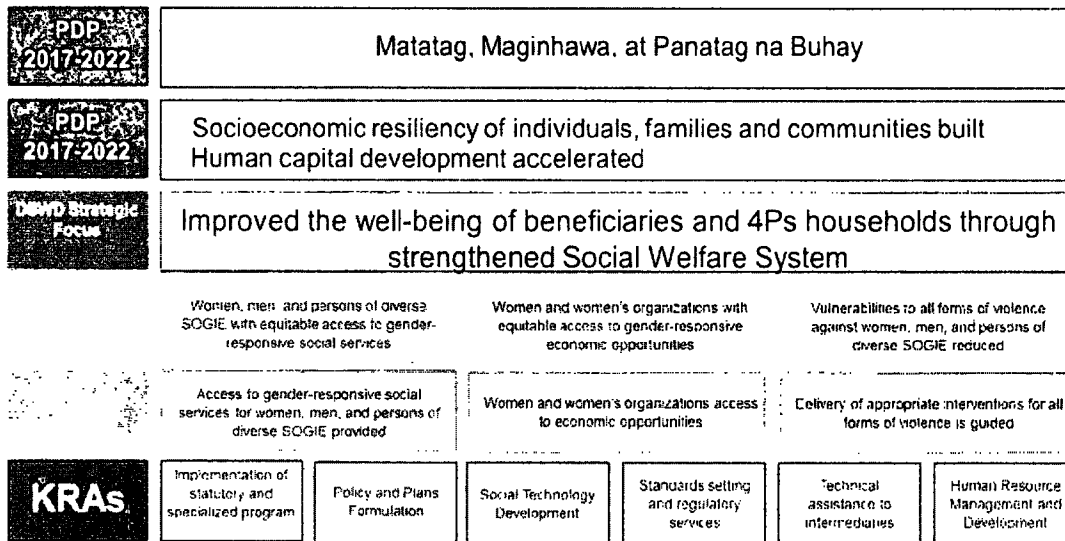


Figure 1. DSWD GAD Agenda Results Framework

Apart from the Results Framework, the following are the accompanying documents:

1. Results Matrix (Annex B)
2. Indicator Documenter Sheet (Annex C)
3. Identified Strategic Initiatives (SIs) (Annex D) that will serve as drivers in the implementation of the commitments stipulated in the DSWD GAD Agenda 2020-2025.

### SECTION V. PLAN IMPLEMENTATION

- A. The PDPB as the GAD Technical Secretariat in collaboration with the CO-OBS shall lead the conduct of cascading activities with the Field Offices.
- B. All DSWD Offices (CO-OBS and FOs) are required to submit their annual GPB aligned to the GAD Agenda beginning 2020 until 2025. Activities indicated in the GPB shall drive the achievement of indicators (program and output level) towards the achievement of output statements. It shall also be noted that the new PCW prescribed GPB template shall be used (Annex E). The submission of annual GPB beginning 2021 until 2025 shall be on or before July 30 of the current year as provided under DBM-DOF-NEDA Joint Circular 2017-1 or the National Fiscal Calendar.

For the 2020 annual GPB, it shall be submitted to the PDPB on or before August 9 to 23, 2019 to ensure that all GAD related activities will be included in the Work and Financial Plan (WFP) for fiscal year 2020.

- C. The fund source to implement the activities indicated in the GPB shall be sourced out from the DSWD General Appropriations Act (GAA), no additional fund will be provided hence integrating gender perspective in DSWD programs and projects through gender mainstreaming is deemed necessary.
- D. The SI owners, together with the responsible offices (OBS and FOs), shall take the lead in revising or updating and implementing the critical activities under

each of the identified strategic initiatives of the GAD Agenda. The critical activities indicated in the SI profiles shall be included in the annual GPB of CO-OBS.

- E. The CO-GAD Focal Person shall be designated to ensure coordinated and collaborative implementation, monitoring, and evaluation of the DSWD GAD Agenda.
- F. The Regional GAD Technical Working Group (TWG) shall be designated to implement and monitor their annual GPB aligned to the DSWD GAD Agenda.


## SECTION VI. PLAN MONITORING AND EVALUATION

The Plan will be monitored through the DSWD GAD Agenda FY 2020-2025 Results Matrices (RM) aligned through the HPMES of the Department. Crucial to effective monitoring and evaluation of the GAD Agenda are the following undertakings:

- A. The DSWD GAD TWG shall lead in the monitoring of the program and output level indicators as stipulated in the DSWD GAD Agenda Results Matrices. HPMES Form 4-4A-4B (Annex E) is modified to be aligned with the frequency of reporting of GPB based on PCW MC No. 2018-05. Regular monitoring reports shall be submitted to PDPB as the GAD Technical Secretariat on an annual basis. It will be on or before 20<sup>th</sup> of January of the following year with the use of modified HPMES Form 4-4A-4B;
- B. The DSWD GAD TWG shall lead in facilitating the evaluation of the GAD Agenda outcome statement and indicators by a third party evaluators. The PDPB GAD Technical Secretariat shall prepare all needed documents to facilitate the evaluation process until its completion in collaboration with the concern CO-OBS. The findings from the report shall be used by DSWD Clusters and OBS to improve policy, program, enabling mechanism, as well as the capacities of its human resources in addressing the gaps and challenges impeding the Department in achieving of its output and outcome statements.
- C. Annual Accomplishment of output and program level indicators relative to the implementation of GAD Agenda Framework, Results Matrices, and Strategic Initiatives shall be one of the subjects during discussion of Office Performance and Program Review and Evaluation Workshops (PREW).
- D. To evaluate the GAD Agenda implementation, Midterm and End-term Review will be conducted in 2022 and 2025, respectively. The findings shall be used as basis for adjusting strategies and targets at the midterm and for the next planning period.

**SECTION VII. EFFECTIVITY.** This Administrative Order shall take effect immediately. Previous issuances inconsistent herewith are deemed amended accordingly.

Issued in Quezon City this 29<sup>th</sup> day of Dec. 2020.

  
**ROLANDO JOSELITO D. BAUTISTA**  
Secretary

## ANNEX A

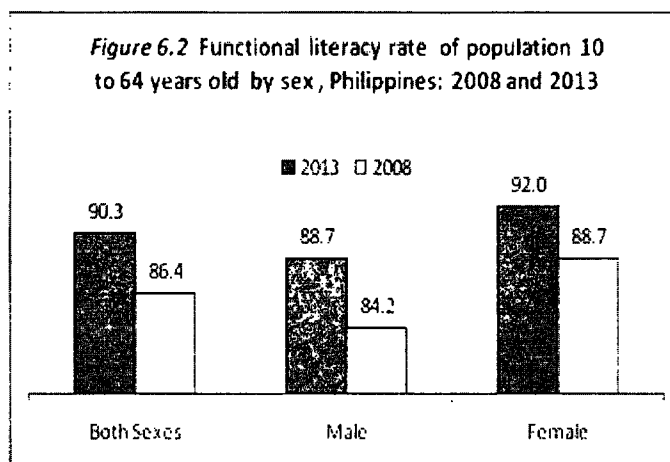
### A BRIEF SITUATION OF WOMEN AND MEN

According to the Fact Sheet on Women and Men (Philippine Statistics Authority, 2019) **women population is at 53.7 million** as compared to **men population of 54.7 million**. The **2015-2020 projected life expectancy at birth for females is 75.9 years** while **males are at 69.6 years**. Furthermore, **women are one of the poor basic sectors, as well as part of the vulnerable groups in the society** (e.g. pregnant women, women in geographically isolated areas, members of indigenous community, women who are ill, elderly women, women and children with disability, women who are victims of any forms of human trafficking and disasters, among others). Thus, the importance of **Gender and Development is supplemented with planning and budgeting crosscutting concerns of women and men as they perform their existing reproductive, productive and community role**.

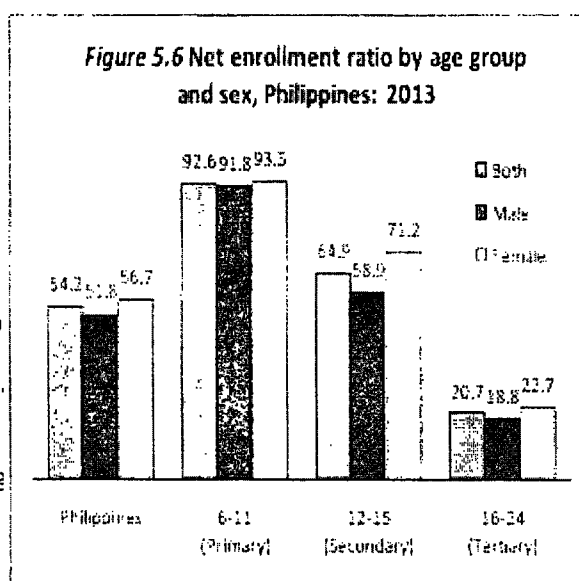
#### Situation of Women and Men

**In Education, 96.5% of 74 million Filipinos 10 years old and above were basically literate<sup>1</sup>.** According to Functional Literacy, Education and Mass Media Survey (2013 FLEMMS). The proportion of **basically literate females is higher (97.0%)**

**Nine (9) out of 10 Filipinos were functionally literate<sup>2</sup>.** The functional literacy rate among females (92.0%) is higher than males (88.7%) [Figure 6.2].



Similarly, the 2013 FLEMMS shows that 1 out of every 4 Filipino males attended elementary while 1 in every 5 for females. The **Net Enrollment Ratio (NER) among females is generally higher than males, in all**



<sup>1</sup> Basic literacy is the ability of a person to read a language or dialect

<sup>2</sup> Functional literacy refers to the ability to communicate and numerical skills.

levels (Figure 5.6).

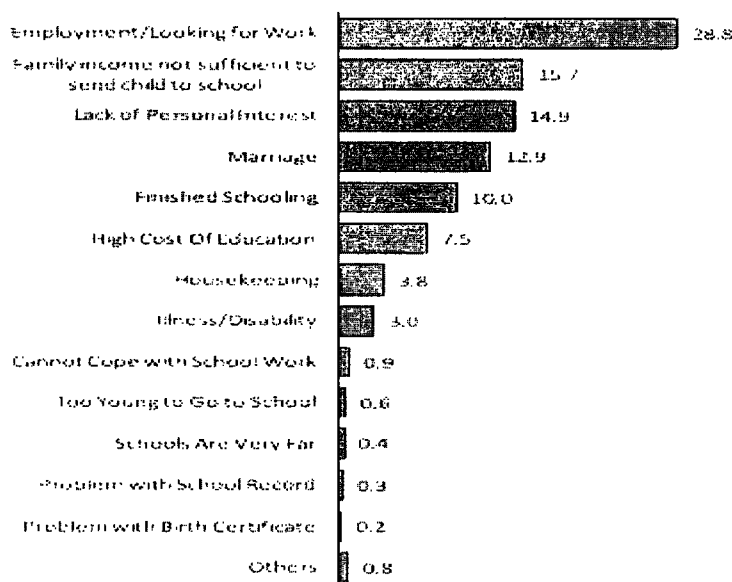
Moreover, the result shows that the functional literacy rate in 2013 (90.3%) is higher compared with 86.4% in 2008. Consistently, there are more females who were functionally literate than males.

**Reasons for not attending school were:** employment of looking for work, followed by family income not sufficient to send child to school and lack of interest (Figure 5.8 extracted from 2013 FLEMMS report).

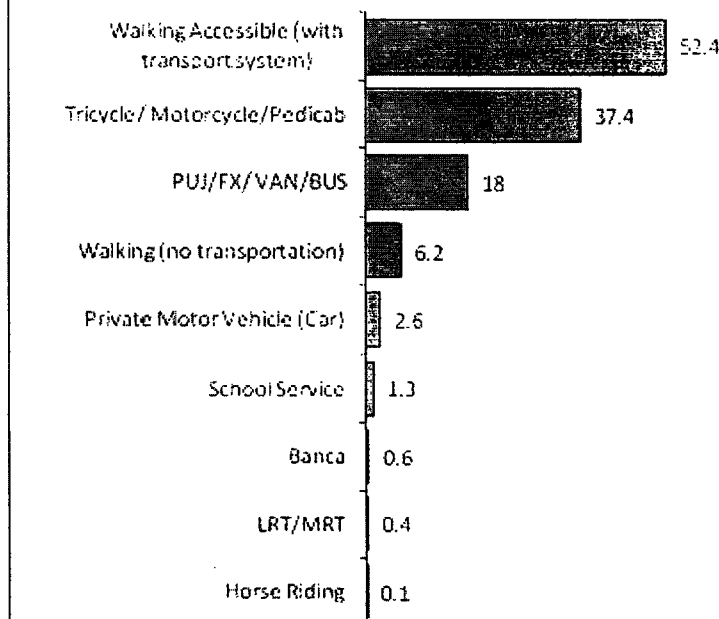
The survey report indicates that more than half (52.4%) of the population of the 6 to 24 years old went to school by walking (accessible with transport system) while students who took tricycle / motorcycle / pedicab in going to school is 37.4%. However, there were still 6.2% of students or approximately 2.4 million students who walked to school because of the absence of transport system in their area (Figure 5.7).

Almost 2 of every 3 students in ARMM (65.8%) went to school by walking and so with students in CAR and MIMAROPA (62.7% and 62.6% respectively).

**Figure 5.8 Percent distribution of population 6 to 24 years old who are not attending school by reason for not attending, Philippines: 2013**



**Figure 5.7 Percent of population 6 to 24 years old who are currently attending school by mode of travel to school, Philippines: 2013**





In general, the proportion of Out-of-School-Children and Youth (OSCY) is higher among those who are aged 15 to 24 years than those aged 6 to 14 years among females (10.0%) than males (7.9%). The most common reason for being OSCY is marriage (22.9%) followed by family income not sufficient to send child/ren to school (this refers to all educational expenses other than tuition fee) and lack of personal interest with 19.2% and 19.1%, respectively.

The 2019 fact sheet on women and men in the Philippines published by the PSA shows that 2017-2018 enrolment in tertiary education for women and men were 1,439,421 and 1,179,335, respectively. Education differential for male and female in college: a higher percentage of females (13.1%) than males (9.5%) have completed college or higher level of education.

On Technical-Vocational Education and Training (TVET), more women graduated in 2017 (1,020,705 women and 890,204 men). In the study conducted in 2016 entitled "Gender Profile of the TVET Sector" by Ms. Jeanne Frances Illo cited that from 2014-2016 there were about 70% of women who graduated from the field usually associated with men such as automotive, consumer electronics, gas metal arc welding and plumbing as compared to men.

**In Health and Nutrition**, the latest Family Health Survey (FHS) conducted by National Statistics Office (NSO) in 2011 revealed that for every 100,000 live births in the Philippines, 221 mothers die during pregnancy and childbirth or shortly after childbirth. Additionally, the number of women aged 15-49 years (reproductive years) with a live birth in a given time period received antenatal or prenatal care provided by skilled health personnel is at least once during pregnancy, while the recommended antenatal care visits according to the World Health Organization (WHO) during the pregnancy period) is a minimum of four (4) visits. However, DOH data noted that maternal mortality rates tend to go down even with just one antenatal visit.

- In 2017, Responsible Parenthood and Reproductive Health (RPRH) annual report, **78% of pregnant women delivered in health facilities, 87% of which received antenatal care. However, maternal mortality remains high. Infant, child and under-5 mortality rates decreased but sluggish since 2008.**
- **Additionally, 26.6 percent of pregnant women and 11.7 percent lactating women are underweight.** Anemia remains a health problem among pregnant and lactating women at 43.9 percent and 42.2 percent

respectively. Limited number of women and lactating mothers are supplied with iron and iodine supplements for the prevention of numerous impairment among children due to inadequate health institutions and LGUs that have the capacity to provide quality health care and specialized services for pregnant and children with confirmed impairment. Some of the services include psychological & psychiatric assessment/ evaluation by developmental pediatrician; speech, occupational and physical therapists by rehab specialist.

- According to 2017 NDHS, **87%** can **say no** to their husband if they do not want to have **sexual relations** of **currently married aged 15-49**, **75%** of which **ask** their **husband** to **use a condom**. There is a slight reduction of **married women aged 15-49 using contraception by 0.7%**.
- On teenage pregnancy, **9%** of girls aged **15-19 years** old have begun **childbearing**. **Rural teens** start **childbearing** slightly **earlier** than urban teens. There was a **decrease** in the number of Filipino **adolescents** who have begun **child bearing** from 10% in 2013 to **8.6% in 2017** (NDHS 2017).
- The first case of HIV infection in the Philippines were reported in 1984. Since **January 1984-February 2019**, a total of **64,291 confirmed HIV cases** has been reported. Furthermore, **94% (60,239)** of those diagnosed were **male** and **6% (4,041)** were **female**; there were no data on sex for 11 cases. In the **early years of epidemic (1984-1990)**, **62%** (133 of 216 cases) of those **diagnosed were female**. **However, since 1991 the proportion of diagnosed males has been greater than those of females each year**. From 1991 to February 2019, **94% males are diagnosed cases** in the Philippines.
- According to HIV/AIDS Registry of the Philippines, **as of February 2019**, a total of **35,278 people living with HIV (PLHIV) were presently on Anti-Retroviral Treatment (ART)**. **Most of them are males (97%)**. In February 2019, there were 1,013 newly confirmed HIV-positive individuals reported to the HIV/AIDS and ART Registry of the Philippines. About 96% of the newly diagnosed are male. More than half of the new cases are those of 25-34 years old; 29% were 15-24 years old at the time of testing. Sexual contact remained as the predominant mode of transmission (98%, 988). Among the newly diagnosed, 60% (603) through male to male; 24% (243) sex with both males; 14% (142) were infection contracted thru sexual contact with

both sexes. Other modes of transmission were sharing of infected needles (1%, 11) and mother-to-child transmission. The following are the top five (5) regions with the most number of newly diagnosed cases:

1. National Capital Region (NCR) – 32%
2. Region 4A (CALABARZON) – 17%
3. Region 3 – 12%
4. Region 7 – 9%
5. Region 6 – 7%

- Furthermore, in December 2012, the inclusion of reporting of transactional sex<sup>3</sup> is included in the said registry. In February 2019, 11% (107) of the newly diagnosed engaged in transactional sex of which 98% (105) are male. Both the two (2) female cases were reported to have accepted payment for sex.
- In 2018, DSWD served 2,267 clients (84% male and 16% female) who tapped the program Assistance to Individuals in Crisis Situation (AICS). They were categorized as Persons Living with HIV-AIDS (PLHIV).

**In Labor, Employment and Migration**, according to PSA, in 2018 the Labor Force Participation Rate among women is 46.6% while it is 75.1% among men. Participation rate for men is lower by 1.1% as compared in 2017 and slightly increase by .4% for women. In 2017, unemployment<sup>4</sup> rate among female is 5.2% and it is 6.0% among male.

Moreover, according to the Fact Sheet on Women and Men in the Philippines (PSA, 2019), Overseas Filipino Workers (OFW) are 1,255,000 female (53.7%) while 1,084,000 are male (46.3%). The age group with the largest proportion of OFWS is 25-29 for females and 45 and over for males. Female OFWs in 2017 were generally younger than males. Around 61.4 percent female OFWs were aged 15 to 34 years while only 48.2 percent male OFWs are of the same age group.

Additionally, more than half of the female OFWs were in service occupations (59.0%). Among male OFWs, the largest group were delved in plant and machine operating and assembling (26.95) and craft and related trade workers (22.1%). Middle east countries in the Asian continent continued to be the leading destination of OFWS: Saudi Arabia, United Arab Emirates, Kuwait, and Qatar were the top four countries of

<sup>3</sup> Transactional sex are those people who reported that they either pay for sex, regularly accept payment for sex, or do both. (HIV/AIDS Registry of the Philippines)

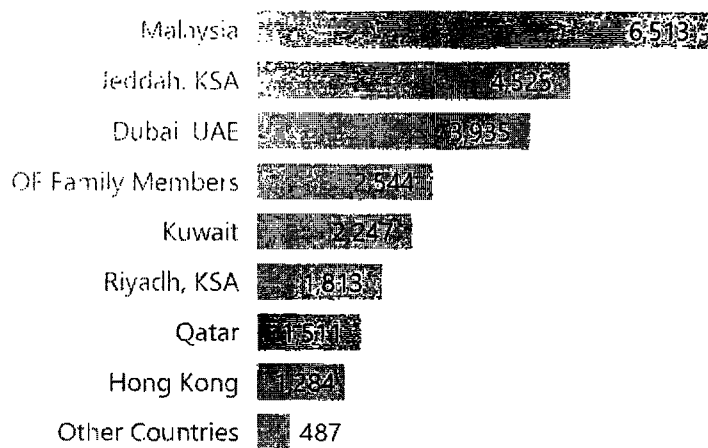
<sup>4</sup> Underemployed persons are employed persons who express the desire to have additional hours of work in their present job or an additional job, or have a new job with longer working hours.

destination accounting 52.9 percent of the total OFWs in 2017. The Philippine Overseas and Employment Agency (POEA) statistics indicate that 64% are deployed in the Middle East as land-based OFWs in 2015.

Meanwhile, the DSWD implements the International Social Welfare Services for Filipino Nationals (ISWSFN) covering: victims of trafficking, illegal recruitment, abuse or maltreatment by employer, and human-induced or natural disasters; prisoners or detainees; overstaying individuals or those with expired, without or fake visas; children in need of special protection such as the abandoned, neglected, exploited or abused, including those who need alternative parental care placement; individuals experiencing marital or domestic relationship problems; individuals applying for Legal Capacity to Contract Marriage Certificate; individuals needing social services such as processing of travel clearance for minor children; and, other distressed or vulnerable individuals such as those with health-related problems, senior citizens and persons with disability.

In 2018, DSWD reported about 24,859 clients (61% female and 39% male) categorized as distressed and/or undocumented Filipinos. This is higher by 84% in comparison with the 2017 data.

Figure 17. Number of Clients Served by Country/Type, 2018 (Excerpts from 2018 DSWD Assessment Report)



Clients were served through the International Social Services Office (ISSO) from nine (9) posts, namely: Malaysia, Italy, Kuwait, Riyadh, Jeddah, Abu Dhabi & Dubai, Qatar, and Hong Kong. About 69% of client served were mostly adult (25 to below 60) - of which 54% were

undocumented (6,244 female and 2,983 male).

In relation to the above-mentioned concern on labor, employment, and migration the following are the recommendations identified during the Comprehensive Sector Planning Workshop:

- Conscientization (awareness) among the families on the change of gender roles of women and men in performing their productive, reproductive and community role in the context of migration, should be present;
- Shared parenting should be promoted among family members, to lessen the multiple burden among women and girls, should be employed;
- Non-traditional skills training for women should be promoted like welders and other related industries including agriculture. Likewise, non-traditional skills training for men should be promoted like those in the services sector.
- The deployment of six (6) out of nine (9) social welfare attaché of DSWD in Middle East countries is apposite-based on the concentration of land-based as well as cases of clients served by DSWD. However, deployment of the latter is not sufficient to cater the needs of the vulnerable sectors. Caseload ratio of social worker and client (vulnerable individual) is one of the gaps in reaching out and providing appropriate and quality services to these groups.
- Inter-agency coordination and collaboration should be practiced. The Department of Labor Employment (DOLE) and Overseas Workers Welfare Administration (OWWA) should disaggregate the major occupation categories of OFWs to identify the risks and vulnerabilities they encountered. In the case of household service workers (HSW) who work 24/7 threatened by their employer to seize their passports is always at the mercy of their employer.

**In Violence, Peace and Security**, the 2017 NDHS figures are lower compared to the 2008 NDHS results on the number of experiencing physical violence. However, **1 in 4 women aged 15-49** has experienced **physical, sexual or emotional violence** committed by their husband or partner.

The following are the top five (5) regions with highest rate of Spousal Violence:

<b>Emotional Violence</b>	<b>Physical Violence</b>	<b>Sexual Violence</b>
1. Caraga	1. Bicol Region	1. Caraga,
2. Zamboanga Peninsula	2. Eastern Visayas	2. Bicol Region
3. Eastern Visayas	3. Caraga	3. Eastern Visayas
4. Central Visayas	4. Ilocos Region	4. Zamboanga Peninsula
5. Bicol Region	5. Davao Region	5. Soccsksargen

- **More than 10 percent** reported to **have suffered eye injuries, sprains, dislocations or burns, and about the same proportion reported that they attempted to commit suicide.**
- **Three (3) in 4 women** who experienced physical/sexual violence reported to have **experienced psychological disturbance like depression, anxiety and immense anger.**
- **Two (2) in 5 women (41%)** aged 15-49 have **never sought help** to end the violence **or told anyone** about the violence. While **1 in 4 (25%) told someone** about the violence **but did not seek help;** only **one-third (34%) sought help** to stop the violence.
- On the said survey, women were asked, "Have you ever hit, slapped, kicked, or done anything else to physically hurt your (last) husband at times when he was not already beating or physically hurting you?" from which **16% answered "Yes, ever"** and **9% answered "Yes, in the last 12 months"**.

The 2016 NBS-VAC indicated that **1 child in every 2 children suffers** from various forms of **online sexual violence and abuse.** The marked growth in internet connectivity the past decade and increasing **unsupervised internet use** put children at risk of online solicitation, grooming and sexual exploitation and abuse.

**On trafficking,** in 2018, DSWD reported that about **25% male victim-survivors of trafficking** are served under the Recovery and Reintegration Program for Trafficked Persons (RRPTP). The RRPTP adopts a gender-responsive case management that involves: analyzing the problems and needs of trafficked persons and their families, which starts from the recognition of gender biases and pursues empowerment for them to see their value and status; planning and implementing interventions; and, monitoring and evaluating the progress of trafficked persons toward successful recovery and reintegration with their families and into their communities. It also utilizes the Trauma Informed Care in addressing possible trauma of victims of trafficking.

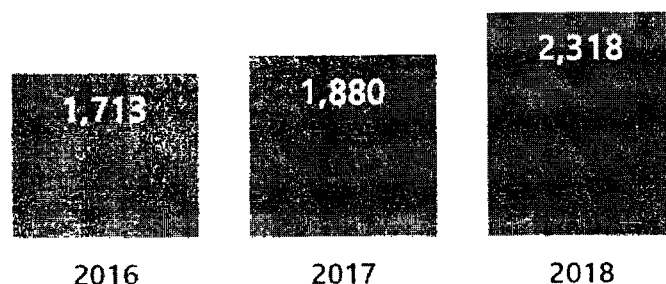
*Table 47: RRPTP Trafficked Persons Assisted by Case as of December 2018  
(Excerpts from DSWD 2018 Annual Technical Report)*

Trafficking Case	Trafficked Persons Assisted		
	Male	Female	Total
Forced Labor	219	288	507
Sexual Exploitation	8	383	391
Prostitution	21	268	289
Slavery	0	20	20
Adoption	1	3	4
Pornography	68	162	230
Removal/Sale of Organs	1	0	1
Illegal Recruitment	110	185	295
Child Trafficking	13	51	64

Trafficking Case	Trafficked Persons Assisted		
	Male	Female	Total
Repatriation	11	29	40
Intercepted	56	118	174
Other Cases	78	225	303
<b>Total</b>	<b>586</b>	<b>1,732</b>	<b>2,318</b>

**The number of trafficked clients served in 2018 has been the highest for the past three (3) years.** The program **served a total of 2,318 trafficked persons or 16% greater than the target for 2018.** These include individuals who are mostly rescued or intercepted at the airports and exit points in the country whom were prevented from being purposively exploited by traffickers. Examining the number of served clients since 2016, it is notable that the number of served clients in 2018 has been the highest for the past three (3) years. This could indicate that the number of trafficked victims in the country has been increasing.

**Figure 18. Number of Trafficked Clients served is increasing**  
(Excerpts from DSWD 2018 Assessment Report)



Based on the DSWD report, it has been observed that for two (2) consecutive years (2017 to 2018), the highest form of trafficking is forced labor (534 and 507 cases respectively) where in women are mostly affected. Other forms of trafficking were: illegal recruitment (295 and 344 cases), sexual exploitation (219 and 391 cases), prostitution (157 and 289 cases). However, there is an increase on the number served as to the cases of pornography from 166 cases (2017) to 230 cases (2018).

**Elderly abuse** has been a hidden problem in Philippine society. Limited studies have been conducted and clear-cut definition, scope and nature of the problem is yet to be determined. While many abuses are happening and observed, they are either not properly reported or not reported at all to authorities. These observed cases of abuse mostly occur in their own homes and victims are often silent and in denial. Some victims fear retaliation from the abuser, while others believe that if they turn in their abusers, no one else will take care of them. When the caregivers are their children, they may be ashamed that their children are behaving abusively or blame themselves thinking that they were not better parent before that is why they experienced abuse from their children. Even if a victim is opted to report, they

don't know where and how to report the abuse committed against them (Excerpt from RESPPEC initial report).

**On peace and security**, the passage of National Action Plan on Women, Peace and Security (NAPWPS) 2017-2022 and Executive Order (EO) No. 70 s. 2018, played a crucial role in harmonizing the Department's effort in gender mainstreaming. Along with these national policies to ensure that gender and development perspective is present in providing social welfare and development programs are, but not limited to, the prevention of and response to conflict related gender-based violence committed to women and children.

According to the study in 2018 entitled "Research on Civil Society Perceptions of the meaning of Sustaining Peace for Local Populations, especially Local Women", peace cannot be defined merely as an absence of war or armed conflict. Local women define it that the true essence of peace is relying on non-violent conflict resolution on issues such as human security, development, good governance and other community concerns. Some of the findings of the study are challenging militarized response to conflict, implementing sustainable development programs, and guaranteeing access to education and employment.

In 2018, as part of the response of the Office of the Presidential Adviser on the Peace Process (OPAPP) as Chair in the NAPWPS, the following **identified gender-based violence committed against the Marawi victim-survivor** were **documented and reported to the National Steering Committee-Technical Working Group (NSC-TWG) on 10 August 2018:**

- *"Minumura at sinisigawan ng mga militar tuwing releasing ng relief".*
- *"Dahil walang separate na pila para sa mga babae kapag releasing ng relief, yung ibang IDPs na lalaki, nanghihipo sa mga babae na IDPs kapag siksikan at naguunahan sa release".*
- Physical and verbal abuses between husband and wives.
- *"Discrimination sa pag-apply ng trabaho dahil taga-Marawi kami at Maute ang tawag."*
- Discrimination among IDP women who were not able to finish their studies, for they were excluded in the lists of trainings.
- Neighbors quarrel
- *"May health center pero wala naman doctor or nurse".*
- *"Sinasabihan ng teacher yung mga IDP na bata na walang sapatos na huwag nang pumasok sa school".*
- Prioritization of women close to the Mayor in the Livelihood Program
- Adult and young women prostitution



- Escalation of abduction of children
- Forced labor of young women IDPs under their relatives who are not living in Marawi.

Some participants explained that the source of these issues is lack of economic opportunities and source of income brought by the conflict in Marawi. The following **recommendations** were then presented:

- Equal treatment during distribution of relief assistance;
- Having the courage to report incidence of abuses, if we they witnessed violence to act or end violence. However, it was observed that the participants have reservations expressing sensitive concerns or going into more details on gender-based violence because of security and for them to contribute to conflict-they opted for silence and their belief in "divine justice."

On the above-mentioned concerns on violence, peace and security, enumerated below were the recommendations identified during the comprehensive sector planning workshop:

- Programs for perpetrators of violence was an area that needed greater attention. Existing efforts of DSWD, PCW and POPCOM to create partnerships with male advocates have generated tremendous support for the campaign but these have yet to move up to the level of actually dealing with male perpetrators. There is a need for a more focused program for dealing with perpetrators and their accountability to their crime through the justice system and through counseling programs as stated in IACVAWC Strategic Plan 2017-2022. Some of the services stipulated in Magna Carta of Women are rehabilitative counseling, psychiatric treatment or confinement.
- GBV documentation is only initiated when the women engage the formal systems of redress or access services needed.
- Inadequate number of crisis intervention centers for victim-survivor of rape thru partnership with LGUs established.
- DSWD shall include in the research agenda or Social Weather Stations (SWS) or PULSE Asia Survey the Intimate Partner Violence (IPV) or Domestic Violence Against Men.

- Continuous training on psychosocial services i.e. counselling, trauma healing, cycle and continuum for frontline service providers such as LGU personnel, CSO partners, SWDAs among others.
- Assessment and monitoring of the functionality of barangay VAW desks.
- Strengthen community-based program or establishment of residential and non-residential facilities for male whichever is appropriate to the needs of male victim-survivors.
- Non-functional Committee on Decorum and Investigation (CODI) in the Department as grievance mechanism for any sexual harassment cases as well as discrimination in the workplace.
- DSWD to regularly profile the gender-sensitivity capacity building needs of the employees including all of its field offices' personnel. Also, updating of their perspectives on SOGIE, Disability-sensitivity and conflict-sensitivity should be employed.
- DSWD shall issue position paper in support to Women's Priority Legislative Agenda by the Philippine Commission on Women (PCW) such as but not limited to Amending the Anti-Rape Law, Decriminalizing Adultery and Concubinage, Expanding the Anti-Sexual Harassment Law, Equal Rights in Marriage and Family Relations, Recognizing Sexual Abuse and Focusing on the Violence and Abusive Conduct as Grounds for Legal Separation, Anti-Prostitution, Upholding the Right to Life and Security of Spouses and Daughters, Anti-Discrimination Based on Sexual Orientation and Gender Identity and Divorce.
- DSWD shall support and implement the agency's action plan in the implementation of the National Action Plan on Women, Peace and Security (NAPWPS). Thus, it is deemed necessary for DSWD to mainstream all its peace and security efforts, taking into account the different Executive Order issuances such as 865 s. 2010, 16 s. 2017 and 70 s. 2018. This is to ensure efforts on NAPWPS will be sustained and mainstreamed as DSWD will execute the EO 70 s. 2018.

DEPARTMENT OF SOCIAL WELFARE AND DEVELOPMENT  
 GAD AGENDA FY 2020-2025  
 RESULTS MATRIX

HPMES Form 1-1A-1B

No.	Objective/ Program/ Sub-Program/ Performance Indicator	Baseline(Accomplishment)	Annual Targets					Endline Target	Assumptions and Risks	
			FY1-1	FY1	FY2	FY3	FY4			FY5
			2019	2020	2021	2022	2023			2024
Impact: Socioeconomic resiliency of individuals, families and communities built; Human capital development accelerated										
DSWD Strategic Focus: Improve the well-being of beneficiaries and 4Ps households through strengthened Social Welfare System										
DSWD GAD Outcome Statement 1. Women, men and persons of diverse SOGIE with equitable access to gender-responsive social welfare services										
	Level of access to gender-responsive social welfare services							A: Budget for the evaluation study will be funded (mid-term and end-term) A: Mid-term evaluation will be conducted to measure "Did the implementation of gender responsive social welfare services improve level of empowerment of women, men and persons of diverse SOGIE?"		
DSWD GAD Output Statement 1.1. Access to gender-responsive social welfare services for women, men and persons of diverse SOGIE provided										
	Level of gender responsiveness of social welfare services							A: DSWD Programs with gender responsiveness assessment with the use of HGDD tool A: DSWD Program Management Office or Operations trained on HGDD tool A: DSWD Field Offices should assess gender responsiveness of programs with Direct Release Fund (DRF) and DSWD NPMOs for programs under Centrally Managed Fund (CMF)		
Program Level Indicators Disaggregated by region, sex, age, ethnicity & type of disabilities, if solo parent and if identifies as person of diverse SOGIE as applicable										
On Education										
1	Number of Pantawid Pamilya within university age potential for referral									
2	Number of Pantawid Pamilya last mile learners (not attending school children) who sustained school participation									
3	Number of Pantawid Pamilya monitored children who were teenage parents that returned to schools									
4	Number of Solo Parents beneficiaries of DSWD programs referred to technical-vocational education and training (TVET) under TESDA by type of trainings									



















DEPARTMENT OF SOCIAL WELFARE AND DEVELOPMENT  
 GAD AGENDA FY 2020-2025  
 RESULTS MATRIX

HPMES Form 1-1A-1B

No.	Objective/ Program/ Sub-Program/ Performance Indicator	Baseline (Accomplishment)	Annual Targets					Endline Target	Assumptions and Risks
			FY1-1	FY2	FY3	FY4	FY5		
			2019	2020	2021	2022	2023		
<b>Impact: Socioeconomic resiliency of individuals, families and communities built;</b> Human capital development accelerated									
<b>DSWD Strategic Focus: Improve the well-being of beneficiaries and 4Ps households through strengthened Social Welfare System</b>									
<b>DSWD GAD Outcome Statement 2. Women and women's organization with equitable access to gender-responsive economic opportunities</b>									
	Level of access to gender-responsive economic opportunities							A: Budget for the evaluation study will be funded (mid-term and end-term) A: Mid-term evaluation will be conducted to measure "Did the implementation of gender responsive economic opportunities for women and women's group increase level of income of women?"	
	DSWD GAD Output Statement 2.1. Access to gender-responsive economic opportunities for women and women's organization provided							A: DSWD Programs with gender responsiveness assessment with the use of HGDG tool i.e. Sustainable Livelihood Program A: DSWD Program Management Office or Operations trained on HGDG tool	
<b>Program Level Indicators</b> Disaggregated by region, age, ethnicity, & type of disabilities, if solo parent and if identifies as person of diverse SOGIE as applicable									
<b>On Economic Opportunities</b>									
1	Number of women beneficiaries who are leaders of SLP Associations (SLPAs)								
2	Number of women who are beneficiaries of SLP								
3	Number of women beneficiaries who received Seed Capital Fund (SCF)								
4	Number of women beneficiaries who received employment assistance fund (EAF)								

5	Number of women beneficiaries who received skills training under the Micro-Enterprise Development Track																			
6	Number of SLP Associations (SLPAs) organized who are composed solely of women																			
7	Number of women's organizations assisted in expanding their own micro-enterprises																			
8	Number of trafficked women provided with livelihood assistance																			
9	Number of families of TIP victim-survivor provided with livelihood assistance																			
10	Number of Street Families provided with livelihood assistance																			
11	Number of Indigenous Peoples (IPs) provided with livelihood assistance																			
12	Number of women with disabilities provided with skills training																			
13	Number of women with disabilities referred for employment																			
14	Percentage of women's participation during the project development workshops for the implementation of KC-NCDDP																			
15	Number of women with paid labor reported by KC-NCDDP																			
16	Percentage of women's participation in paid unskilled labor for the implementation of KC-NCDDP																			
Input Level Indicators																				













**DEPARTMENT OF SOCIAL WELFARE AND DEVELOPMENT**  
**GAD AGENDA INDICATOR DOCUMENTATION SHEET**  
 FY 2020-2025

HPMES Form 1-IDS

No.	Objective/ Program/ Sub-Program/ Performance Indicator	Definition	Computation	Means of Verification	Accountable Office
	(1)	(2)	(3)	(4)	(5)
<b>Impact: Socioeconomic resiliency of individuals, families and communities built;</b>					
<b>DSWD Strategic Focus: Improve the well-being of beneficiaries and 4Ps households through strengthened Social Welfare System</b>					
<b>DSWD GAD Outcome Statement 1. Women, men and persons of diverse SOGIE with equitable access to gender-responsive social services</b>					
1	Level of access to gender-responsive social services	The indicator measures the level of access of women, men and persons of diverse SOGIE to gender responsive social services	Evaluation Design	Evaluation Study	DSWD GAD Technical Working Group Chairperson
<b>DSWD GAD Outcome Statement 2. Women and women's organization with equitable access to gender-responsive economic opportunities</b>					
2	Level of access to gender-responsive economic opportunities	The indicator measures the level of access of women to gender-responsive economic opportunities	Evaluation Design	Evaluation Study	DSWD GAD Technical Working Group Chairperson
<b>DSWD GAD Outcome Statement 3. Vulnerability to all forms of violence against women, men and persons of diverse SOGIE reduced</b>					
3	Vulnerability index	This indicator measures the different vulnerability being experienced by women, men and persons of diverse SOGIE	Evaluation Design	Evaluation Study	DSWD GAD Technical Working Group Chairperson
<b>DSWD GAD Output Statement 1.1. Access to gender-responsive social services for women, men and persons of diverse SOGIE provided</b>					
1	Level of gender responsiveness of social services	This indicator measures the gender responsiveness of social services provided for women, men, and persons of diverse SOGIE	HGDG score	HGDG Result and MOVs	NPMOs: Pantawid Pamilya, KC-NCDDP and SLP All statutory programs under Program Management Bureau
<b>DSWD GAD Output Statement 2.1. Access to gender-responsive economic opportunities for women and women's organization provided</b>					
2	Level of gender-responsiveness of micro-enterprise projects	This indicator measures the gender responsiveness of economic opportunities provided for women, men, and persons of diverse SOGIE	HGDG score	HGDG Result and MOVs	NPMOs: KC-NCDDP and SLP All statutory programs under Program Management Bureau
3	Level of gender-responsiveness of employment opportunities		HGDG score	HGDG Result and MOVs	
<b>DSWD GAD Output Statement 3.1. Delivery of appropriate interventions for all forms of violence is guided</b>					
4	Number of individuals ages 19 years old and above served by DSWD who are victim-survivors of all forms of violence by sex, age and type of abuses	This indicator measures the number of individuals ages 19 years old and above served by DSWD who are victim-survivors of all forms of violence disaggregated by sex, age and type of abuses	Number of individuals ages 19 years old and above who are victim-survivors of all forms of violence served by DSWD in all its programs	HPMES Accomplishment Report	Pantawid Pamilya, RRPTP, AICS, Residential Care Facilities

DEPARTMENT OF SOCIAL WELFARE AND DEVELOPMENT  
GAD AGENDA STRATEGIC INITIATIVE PROFILE  
FY 2020-2025

STRATEGY # 1		Strategic Initiative (3)		Owner (4)
GAD Agenda Outcome: Women, men and persons of diverse SOGIE with equitable access to gender-responsive social services Women and women's organization with equitable access to gender-responsive economic opportunities Vulnerability to all forms of violence against women, men and persons of diverse SOGIE reduced		Strategic Initiative (3)		Owner (4)
GAD Agenda Output: Access to gender-responsive social welfare services for women, men and persons of diverse SOGIE provided Access to gender-responsive economic opportunities for women and women's organization provided Delivery of appropriate interventions for all forms of violence is guided		Strategic Initiative (3)		Owner (4)
Identified Gaps: Not all programs provide data disaggregated by sex and age which is a minimum requirements under Republic Act 9710 known as the Magna Carta of Women Non-availability of disaggregated data by type of disability, ethnicity, if solo parent, and persons of diverse Sexual Orientation, Gender Identity and Expression (SOGIE)		Strategic Initiative (3)		Owner (4)
Develop and implement a diversified and comprehensive database management system		Strategic Initiative (3)		Owner (4)
Year (5)	Critical Activities (6)	Indicative Budget Amount (7)	Budget Source (8)	Accountable Offices (9)
	All DSWD programs (statutory and specialized) should be assessed as to gender responsiveness with the use of Harmonized GAD Guidelines	0		
	Issuance of a DSWD Policy on the Data Privacy Act in compliance with the Republic Act 10173 or the Data Privacy Act			Concerned OBS particularly those managing Information System with close collaboration to Assistant Secretary Noel Macalalad as the DSWD Data Privacy Officer and Legal Service
	Orientation on the DSWD Data Privacy Policy to all OBSUs			Assistant Secretary Noel Macalalad as the DSWD Data Privacy Officer and Legal Service
	Enhancement of Intake Forms, Monitoring and Reporting Forms, among others for the inclusion of sex, age, type of disability, if solo parent			All OBS
	Creation of TWG to discuss harmonization of existing databases			All OBS and ICTMS (system developer)
	Development of a database management system that captures a standardized disaggregation of data applicable to all programs and services			ICTMS and All OBS
	Implementation of the database management system			All OBS
	Policy issuance on the diversified and comprehensive database management system based on the approved DSWD Comprehensive Sector Framework including GAD Agenda			PDPB through GAD-TWG
	Integration/interface of existing DSWD databases			ICTMS and All OBS

DEPARTMENT OF SOCIAL WELFARE AND DEVELOPMENT  
 GAD AGENDA STRATEGIC INITIATIVE PROFILE  
 FY 2020-2025

HPMES Form 1-SIP

STRATEGY # 2

<p><b>GAD Agenda Outcome:</b> Women, men and persons of diverse SOGIE with equitable access to gender-responsive social services                  Women and women's organization with equitable access to gender-responsive economic opportunities                  Vulnerability to all forms of violence against women, men and persons of diverse SOGIE reduced</p>			
<p><b>GAD Agenda Output:</b> Access to gender-responsive social services for women, men and persons of diverse SOGIE provided                  Access to gender-responsive economic opportunities for women and women's organization provided                  Delivery of appropriate interventions for all forms of violence is guided</p>			
<p><b>Identified Gaps:</b>                  Need to improve program processes based on the client's feedback to be responsive with consideration to the Ease of Doing Business Act (EDBA)                  No standardized client feedback form</p>			
<b>Strategic Initiative</b>		<b>Owner</b>	
(3)		(4)	
<b>Standardization of a client feedback form</b>			
<b>Critical Activities</b>		<b>Indicative Budget</b>	
<b>Year</b>	<b>Activities</b>	<b>Amount</b>	<b>Source</b>
(5)	(6)	(7)	(8)
2020	Assessment of client feedback forms and inclusive criteria on barrier-free, gender-responsive and inclusive for persons of diverse SOGIE		PMB, NPMOs, Disaster Response Management (DRM)
2020	Development of standardized client feedback form		PMB, NPMOs, DRM
2020	Pilot testing of the client feedback form		PMB, NPMOs, DRM in close coordination with the DSWD Field Offices
2020	Enhancement of the form		PMB, NPMOs, DRM
2020	Results dissemination during the Program Review and Evaluation Workshop		PMB, NPMOs, DRM
2021	Full implementation of the standardized client feedback system		PMB, NPMOs, DRM in close coordination with the DSWD Field Offices



DEPARTMENT OF SOCIAL WELFARE AND DEVELOPMENT  
 GAD AGENDA STRATEGIC INITIATIVE PROFILE  
 FY 2020-2025

STRATEGY # 1		Strategic Initiative (3)		Owner (4)	
<p>GAD Agenda Outcome: Women, men and persons of diverse SOGIE with equitable access to gender-responsive social services                      Women and women's organization with equitable access to gender-responsive economic opportunities                      Vulnerability to all forms of violence against women, men and persons of diverse SOGIE reduced</p> <p>GAD Agenda Output:                      Access to gender-responsive social welfare services for women, men and persons of diverse SOGIE provided                      Access to gender-responsive economic opportunities for women and women's organization provided                      Delivery of appropriate interventions for all forms of violence is guided</p> <p>Identified Gaps:                      Not all programs provide data disaggregated by sex and age which is a minimum requirements under Republic Act 9710 known as the Magna Carta of Women                      Non-availability of disaggregated data by type of disability, ethnicity, if solo parent, and persons of diverse Sexual Orientation, Gender Identity and Expression (SOGIE)</p>					
Year (5)	Critical Activities (6)	Indicative Budget Amount (7)	Source (8)	Accountable Offices (9)	
				Office of the Undersecretary for Social Welfare and Development	
	All DSWD programs (statutory and specialized) should be assessed as to gender responsiveness with the use of Harmonized GAD Guidelines	0			
	Issuance of a DSWD Policy on the Data Privacy Act in compliance with the Republic Act 10173 or the Data Privacy Act			Concerned OBS particularly those managing Information System with close collaboration to Assistant Secretary Noel Macalalad as the DSWD Data Privacy Officer and Legal Service	
	Orientation on the DSWD Data Privacy Policy to all OBSUs			Assistant Secretary Noel Macalalad as the DSWD Data Privacy Officer and Legal Service	
	Enhancement of intake Forms, Monitoring and Reporting Forms, among others for the inclusion of sex, age, type of disability, if solo parent			All OBS	
	Creation of TWG to discuss harmonization of existing databases			All OBS and ICTMS (system developer)	
	Development of a database management system that captures a standardized disaggregation of data applicable to all programs and services			ICTMS and All OBS	
	Implementation of the database management system			All OBS	
	Policy issuance on the diversified and comprehensive database management system based on the approved DSWD Comprehensive Sector Framework including GAD Agenda			PDPB through GAD-TWG	
	Integration/interface of existing DSWD databases			ICTMS and All OBS	

DEPARTMENT OF SOCIAL WELFARE AND DEVELOPMENT  
 GAD AGENDA STRATEGIC INITIATIVE PROFILE  
 FY 2020-2025

HPMES Form 1-SIP

STRATEGY # 2		Strategic Initiative (3)		Owner (4)	
GAD Agenda Outcome: Women, men and persons of diverse SOGIE with equitable access to gender-responsive social services Women and women's organization with equitable access to gender-responsive economic opportunities Vulnerability to all forms of violence against women, men and persons of diverse SOGIE reduced				Office of the Secretary for Social Welfare and Development	
GAD Agenda Output: Access to gender-responsive social services for women, men and persons of diverse SOGIE provided Access to gender-responsive economic opportunities for women and women's organization provided Delivery of appropriate interventions for all forms of violence is guided					
Identified Gaps: Need to improve program processes based on the client's feedback to be responsive with consideration to the Ease of Doing Business Act (EDBA) No standardized client feedback form					
Standardization of a client feedback form		Indicative Budget		Accountable Offices	
Year (5)	Critical Activities (6)	Amount (7)	Source (8)		
2020	Assessment of client feedback forms and inclusive criteria on barrier-free, gender-responsive and inclusive for persons of diverse SOGIE			PMB, NPMOs, Disaster Response Management (DRM)	
2020	Development of standardized client feedback form			PMB, NPMOs, DRM	
2020	Pilot testing of the client feedback form			PMB, NPMOs, DRM in close coordination with the DSWD Field Offices	
2020	Enhancement of the form			PMB, NPMOs, DRM	
2020	Results dissemination during the Program Review and Evaluation Workshop			PMB, NPMOs, DRM	
2021	Full implementation of the standardized client feedback system			PMB, NPMOs, DRM in close coordination with the DSWD Field Offices	



DEPARTMENT OF SOCIAL WELFARE AND DEVELOPMENT  
 GAD AGENDA STRATEGIC INITIATIVE PROFILE  
 FY 2020-2025

STRATEGY # 3

<p><b>GAD Agenda Outcome:</b> Women, men and persons of diverse SOGIE with equitable access to gender-responsive social services                  Women and women's organization with equitable access to gender-responsive economic opportunities                  Vulnerability to all forms of violence against women, men and persons of diverse SOGIE reduced</p>			
<p><b>GAD Agenda Output:</b> Access to gender-responsive social services for women, men and persons of diverse SOGIE provided                  Access to gender-responsive economic opportunities for women and women's organization provided                  Delivery of appropriate interventions for all forms of violence is guided</p>			
<p><b>Identified Gaps:</b>                  Gaps in RA 8972 (Solo Parents Welfare Act)                  - Non-issuance of Solo Parent ID for Teenage solo parents                  - Non-issuance of Solo Parent ID for OFW                  - No existing Comprehensive Program for Solo Parents (not included in Social Technology Bureau's Agenda)                  - No existing program for Teenage Solo Parents                  - There are LGUs collecting fees for Solo Parents ID as directed by their local tax code                  - Lost of opportunity for the Department to access funding from external development partners for the target sector</p>			
<p>Strategic Initiative (3)</p>			<p>NHTO (4)</p>
<p>(1) Propose amendments to the Solo Parents Welfare Act                  (2) Development of a Comprehensive Program/Service for Solo Parents (include support to access shelter or housing and safe water                  (3) Development of Comprehensive Program/Service for Teenage Parents</p>			
<p>Year (5)</p>	<p>Critical Activities (6)</p>	<p>Indicative Budget                  Amount (7)                  Source (8)</p>	<p>Accountable Offices (9)</p>
<p>2020</p>	<p>Policy Review on the implementation of Solo Parents Welfare Act</p>	<p></p>	<p>PDPB, PMB, DLLO</p>
<p>2020</p>	<p>Public Consultation to gather issues and concerns</p>	<p>0.00</p>	<p>PDPB, PMB, DLLO</p>
<p>2020</p>	<p>ST Designing Phase</p>	<p>500,000.00 STB</p>	<p>STB</p>

**DEPARTMENT OF SOCIAL WELFARE AND DEVELOPMENT**  
**GAD AGENDA STRATEGIC INITIATIVE PROFILE**  
 FY 2020-2025

<b>STRATEGY # 4</b>		<b>Strategic Initiative</b>		<b>Owner</b>
		<b>(3)</b>		<b>(4)</b>
<b>Assessment on the availment of economic opportunities vs. availability of child caring support</b>		<b>Office of the Assistant Secretary for Specialized Programs</b>		
<b>Year</b>	<b>Critical Activities</b>	<b>Indicative Budget Amount</b>	<b>Source</b>	<b>Accountable Offices</b>
<b>(5)</b>	<b>(6)</b>	<b>(7)</b>	<b>(8)</b>	<b>(9)</b>
2020	Engagement of the consultant and inception report preparation			SLP
2020	Field data gathering			SLP
2020	Production of an assessment report on the availment of economic opportunities vs. availability of child caring support among SLP participants and Pantawid Pamilya beneficiaries			SLP To be included in the DSWD Research Agenda
<b>Remark:</b>				
<b>GAD Agenda Outcome:</b> Women and women's organization with equitable access to gender-responsive economic opportunities Vulnerability to all forms of violence against women, men and persons of diverse SOGIE reduced				
<b>GAD Agenda Output:</b> Access to gender-responsive economic opportunities for women and women's organization provided Delivery of appropriate interventions for all forms of violence is guided				
<b>Identified Gaps:</b> Unavailability of child-caring support for working parents as reported by Sustainable Livelihood Program and KALAHI-CIDSS Program				

DEPARTMENT OF SOCIAL WELFARE AND DEVELOPMENT  
 GAD AGENDA STRATEGIC INITIATIVE PROFILE  
 FY 2020-2025

STRATEGY # 5

<p><b>GAD Agenda Outcome: Women, men and persons of diverse SOGIE with equitable access to gender-responsive social services</b>                  Women and women's organization with equitable access to gender-responsive economic opportunities                  Vulnerability to all forms of violence against women, men and persons of diverse SOGIE reduced</p>			
<p><b>GAD Agenda Output: Access to gender-responsive social services for women, men and persons of diverse SOGIE provided</b>                  Access to gender-responsive economic opportunities for women and women's organization provided                  Delivery of appropriate interventions for all forms of violence is guided</p>			
<p><b>Identified Gaps: Unavailability of evidences on the utilization of Local Government Units of the DSWD-developed Knowledge Products i.e. learning materials, social technology among others</b></p>			
<p><b>Strategic Initiative</b> (3)</p>		<p><b>Owner</b> (4)</p>	
<p><b>Development of Knowledge Management Operationalization Guidelines which will include a mechanism of measuring utilization of Knowledge Products by LGUs.</b></p>			
<p><b>Critical Activities</b></p>		<p><b>Indicative Budget</b></p>	
<p><b>Year</b> (5)</p>	<p><b>Activities</b></p>	<p><b>Amount</b> (7)</p>	<p><b>Source</b> (8)</p>
	<p><b>Cascading of the Knowledge Product Development</b>                      Development of Data and Information Classification Guidelines and Intellectual Property Policy</p>		
	<p>Institutionalization of KM process cycle across programs of the Department</p>		
	<p>Conduct study on knowledge needs of LSWDOs, knowledge audit, knowledge and information flow mapping in the Department</p>		
	<p>Develop a tool for measuring utilization of knowledge products based on the knowledge needs of the LSWDO</p>		
			<p>To be included in the DSWD Research Agenda</p>

Office of the Undersecretary for Standards and Capacity Building

Accountable Offices  
(9)

DEPARTMENT OF SOCIAL WELFARE AND DEVELOPMENT  
 GAD AGENDA STRATEGIC INITIATIVE PROFILE  
 FY 2020-2025

**STRATEGY #6**

<b>GAD Agenda Outcome: Vulnerability to all forms of violence against women, men and persons of diverse SOGIE reduced</b>			
<b>GAD Agenda Output: Delivery of appropriate interventions for all forms of violence is guided</b>			
Identified Gaps: Non institutionalized learning and development intervention for women's organizations on Gender-based Violence as part of technical assistance provision of DSWD.			
Remark: List of existing women PO which caters to the needs of women who are victims-survivor of GBV; Update AO 44 s. 2002			
<b>Strategic Initiative</b>			<b>Owner</b>
(3)			(4)
(1) Amendment of DSWD Administrative Order No. 44, s. 2002 to update the TARA guidelines for Civil Society Organizations, People's Organization			
(2) Development of Learning Development Interventions package for intermediaries focused on women's organization which caters to the needs of women who are victims-survivor of GBV			
<b>Critical Activities</b>		<b>Indicative Budget</b>	
<b>Year</b>	<b>Activities</b>	<b>Amount</b>	<b>Source</b>
(5)	(6)	(7)	(8)
(1)			
2020	Convene consultation meetings and workshops with OBS and intermediaries		HRDS for DSWD personnel SWIDB for Intermediaries
2020	Draft amendment to DSWD Administrative Order No.44, s. 2002 or TARA Guidelines for Intermediaries		Other members of the TWG: PMB, NPMOs, STB, SB, PDPB, SMS SWIDB Other members of the TWG: PMB, NPMOs, STB, SB, PDPB, SMS

2021	Create a Technical Working Group (TWG) for the development of LDI package focused on women, men, and persons of SOGIE			HRDS for DSWD personnel SWIDB for Intermediaries  Other members of the TWG: PMB, NPMOs, STB, SB, PDPB, SMS
2021	Convene series of consultation meetings and workshops with NGAs, LGUs, NGOs/ POs, and Academe			SWIDB  Other members of the TWG: PMB, NPMOs, STB, SB, PDPB, SMS
2021	Data gathering and inventory of existing learning materials in DSWD and other concerned agencies/ organizations			SWIDB  Other members of the TWG: PMB, NPMOs, STB, SB, PDPB, SMS
2021	Draft LDI module with TWG			SWIDB  Other members of the TWG: PMB, NPMOs, STB, SB, PDPB, SMS
2022	Finalize and package LDI module focused on women, men, and persons of SOGIE for pilot testing			SWIDB  Other members of the TWG: PMB, NPMOs, STB, SB, PDPB, SMS
2022	Pilot test the LDI package to the 3 island regions (1 in Luzon, 1 in Visayas, and 1 in Mindanao)			SWIDB  Other members of the TWG: PMB, NPMOs, STB, SB, PDPB, SMS
2023	Cascade developed LDI Package to Field Offices			HRDS for DSWD personnel  Other members of the TWG: PMB, NPMOs, STB, SB, PDPB, SMS

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STRATEGY # 7

GAD Agenda Outcome: Vulnerability to all forms of violence against women, men and persons of diverse SOGIE reduced			
GAD Agenda Output: Delivery of appropriate interventions for all forms of violence is guided			
Identified Gaps: Non-compliance of the Local Government Units (LGUs) to RA 8505 on the establishment of Residential Care Facilities (Rape Crisis Center)			
Remark: RCF is used to avoid stigma against the Rape Crisis Centers			
Strategic Initiative (3)		Owner (4)	
Tap peace and development program funds (i.e. PAMANA) to prioritize establishment of RCF in conflict-affected/vulnerable areas			
Critical Activities Activities (6)		Indicative Budget Amount (7)	
Year (5)		Source (8)	
2020	Rapid inventory of Provinces and Cities with RCF		PMB
2020	Advocate for appropriation of RA funds for the establishment and operationalization of RCF		PMB
2020-2025	Provision of TARA to identified P/CLGUs needing RCFs		SWIDB AND PMB TWG on TARA

Office of the Assistant Secretary for Statutory Programs

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<b>STRATEGY #8</b>			
GAD Agenda Outcome: Vulnerability to all forms of violence against women, men and persons of diverse SOGIE reduced			
GAD Agenda Output: Delivery of appropriate interventions for all forms of violence is guided			
Identified Gaps: (2)			
Limited Technical Assistance Funds to build capacities of Local Social Welfare and Development Office on Gender Sensitivity Training and handling Violence Against Women and their Children, Gender-based Violence, and psychosocial services for Muslim Filipinos			
<b>Strategic Initiative</b>		<b>Owner</b>	
(3)		(4)	
Budget appropriation for the conduct of Gender Sensitivity Training and Violence Against Women and their Children, Gender-Based Violence, and Psychosocial Services for Muslim Filipinos Technical Assistance to Local Social Welfare and Development Office for 2020-2022			
<b>Critical Activities</b>		<b>Indicative Budget</b>	
<b>Year</b>	<b>Activities</b>	<b>Amount</b>	<b>Source</b>
(5)	(6)	(7)	(8)
2020	Lobby for the additional appropriation of funds		PMB
2020	Assessment of LSWDOs to identify TARA needs along CIAGV		PMB
2020-25	Provision of TA (LDI) RA along responding to GBV cases		SWIDB AND PMB
		<b>Accountable Offices</b>	
		(9)	

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<b>STRATEGIC INITIATIVE #9</b>			
GAD Agenda Outcome: Vulnerability to all forms of violence against women, men and persons of diverse SOGIE reduced			
GAD Agenda Output: Delivery of appropriate interventions for all forms of violence is guided			
Identified Gaps: (2)			
Increasing number of cases of rape			
Remarks: Intimate Partner Violence (IPV) or Domestic Violence Against Men, to be included to the Research Agenda of the DSWD			
Strategic Initiative		Owner	
(3)		(4)	
Development of Healing and Recovery Model for Victims-Survivors of Rape			
Critical Activities		Indicative Budget	
Year	Activities	Amount	Source
(5)	(6)	(7)	(8)
2020	Analysis Phase		STB
2021	Designing Phase		STB
2022	Pilot Testing Phase		STB
2023	Evaluation Phase		STB
2024	Promotion and Institutionalization Phase		STB
		Office of the Undersecretary for Standards and Capacity Building	
		Accountable Offices	
		(9)	



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STRATEGIC INITIATIVE #10			
<b>GAD Agenda Outcome:</b> Women, men and persons of diverse SOGIE with equitable access to gender-responsive social services Women and women's organization with equitable access to gender-responsive economic opportunities Vulnerability to all forms of violence against women, men and persons of diverse SOGIE reduced			
<b>GAD Agenda Output:</b> Access to gender-responsive social services for women, men and persons of diverse SOGIE provided Access to gender-responsive economic opportunities for women and women's organization provided Delivery of appropriate interventions for all forms of violence is guided			
<b>Identified Gaps: (2)</b> Unmeasured vulnerability to gender-based violence of field staff			
<b>Strategic Initiative (3)</b> Owner (4)			
Office of the Undersecretary for Operations (OUS Operations)			
Year (5)	Critical Activities (6)	Indicative Budget	
		Amount (7)	Source (8)
2020	Gender audit of field placement of employees under SLP, KC, Pantawid and PAMANA projects		NPMOs, PMB GAD TWG Members particularly HRDS can be maximized based on the instruction of the DSWD GAD TWG Chairperson
2020	Creation of policy guidelines on gender-responsive recruitment, field placement and assessment of all employees		NPMOs, PMB GAD TWG Members particularly HRDS can be maximized based on the instruction of the DSWD GAD TWG Chairperson
2020	Implementation of policy guidelines on gender-responsive recruitment, field placement and assessment of all employees		All OBS and Field Offices

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STRATEGIC INITIATIVE #11

<p><b>GAD Agenda Outcome:</b> Women, men and persons of diverse SOGIE with equitable access to gender-responsive social services                  Women and women's organization with equitable access to gender-responsive economic opportunities                  Vulnerability to all forms of violence against women, men and persons of diverse SOGIE reduced</p>			
<p><b>GAD Agenda Output:</b> Access to gender-responsive social services for women, men and persons of diverse SOGIE provided                  Access to gender-responsive economic opportunities for women and women's organization provided                  Delivery of appropriate interventions for all forms of violence is guided</p>			
<p><b>Identified Gaps: (2)</b>                  Committee on Decorum and Investigation (CODI) does not have trust and confidence of employees who experienced gender-based violence.</p>			
<p>Strategic Initiative (3)</p>			<p>Owner (4)</p>
<p>Gender Responsive Human Resource including CODI management</p>			
<p>Critical Activities</p>		<p>Indicative Budget</p>	
<p>Year (5)</p>	<p>Activities (6)</p>	<p>Amount (7)</p>	<p>Source (8)</p>
<p>2020</p>	<p>Inclusion of SOGIE and Disability-sensitivity in the orientation of new employees</p>		<p>Accountable Offices (9)  HRDS</p>

Office of the Undersecretary for General Administrative and Support Services

**STRATEGY #12**

<b>GAD Agenda Outcome: Women, men and persons of diverse SOGIE with equitable access to gender-responsive social services</b>			
<b>GAD Agenda Output: Access to gender-responsive social services for women, men and persons of diverse SOGIE provided</b>			
<b>Identified Gaps: Eligibility of educational grant of Pantawid Pamilya is tied to age and excludes over age children those who are not finished their primary or secondary education or children with disabilities.</b>			
<b>Remarks:</b>			
Look back on the data and evaluate the profile of the over-aged grantee (would they still want to continue to study - formal, ALS, or other alternative delivery			
<b>Strategic Initiative</b> (3)			<b>Owner</b> (4)
<b>Assessment on the cash grant inclusion of the following beneficiaries:</b>			
a) above 18 years old who have not yet completed HS; and b) identified as persons with disability			
<b>Critical Activities</b>		<b>Indicative Budget</b>	
<b>Year</b> (5)	<b>Activities</b> (6)	<b>Amount</b> (7)	<b>Source</b> (8)
			<b>Accountable Offices</b> (9)
2020	Preparation and submission of a Pantawid Pamilyang Pilipino Program assessment report on the inclusion and compliance of beneficiaries categorized as persons with disabilities		Pantawid-NPMO
2020	Preparation and submission of a Pantawid Pamilyang Pilipino Program assessment report on the delistment of beneficiaries above 18 years old who have not yet completed HS		Pantawid-NPMO
2021	Pilot PWD-friendly FDS modules		Pantawid-NPMO

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STRATEGY #13

GAD Agenda Outcome: Vulnerability to all forms of violence against women, men and persons of diverse SOGIE reduced  
 GAD Agenda Output: Delivery of appropriate interventions for all forms of violence is guided  
 Identified Gaps: (2)  
 Absence of Peace Education in Family Development Session and Youth Development Session

Remarks: DSWD Field Office CARAGA has an Peace Module: Pantawid NPMO may want to use it as reference.

Strategic Initiative (3)				Owner (4)
Development and Inclusion of Peace Education Modules in FDS and YDS				
Critical Activities		Indicative Budget		Accountable Offices (9)
Year (5)	Activities (6)	Amount (7)	Source (8)	
2019	Craft modules for Peace Education			Pantawid-NPMO
2020	Pilot test and Roll out of Peace Education Module			Pantawid-NPMO

Office of the Assistant Secretary for Specialized Program

# Annual Gender and Development (GAD) Accomplishment Report FY 20\_\_

Agency Name:

Agency Category:

Total Budget: Approved GAD Budget: Actual GAD Budget: % of Utilization of Approved GAD Budget: % of GAD Expenditure:

Gender Issue/ GAD Mandate A. Client-Focused	GAD Outcome/ Results Indicator	Outcome/ Result Performance		Activity/ Project Description	PAP ID	Actual GAD Activities Conducted	GAD Budget		GAD Expenditure		Responsible Unit/Office	Variance/ Remarks
		Target	Actual				Amount	Source	Amount	Source		
Sub-Total A												
B. Organization-Focused												
Sub-Total B												
C. GAD-Attributed Programs or Projects												

Gender Issue/ GAD Mandate	GAD Outcome/ Results Indicator	Outcome/ Result Performance		Activity/ Project Description	PAP ID	Title of Major Program/ Project	HGDG Design/ Funding Facility/ Generic Checklist Score	Total Program /Project Expenditure		GAD-Attributed Expenditure		Responsible Unit/Office	Variance/ Remarks
		Target	Actual					Amount	Source	Amount	Source		
Sub-Total													
Grand Total (A + B + C)													