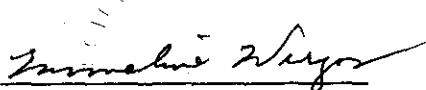





GAD Plan and Budget Endorsement Form

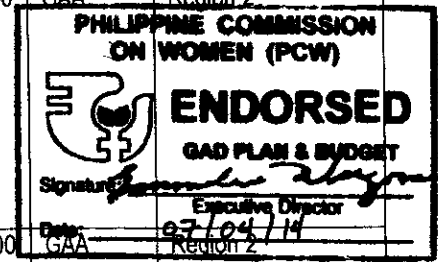
Agency:	DEPARTMENT OF JUSTICE
Agency Head:	SEC. LEILA M. DE LIMA
GAD Focal Point:	USEC. LEAH T. ARMAMENTO
<p>We appreciate receiving your Gender and Development Plan and Budget for FY 2015.</p> <p>Attached is the PCW-endorsed 2015 GAD Plan and Budget of your agency with the PCW stamp.</p> <p>Kindly include said GAD plan and budget in the Agency Budget Proposal which you are submitting to the Department of Budget and Management in accordance with the Budget Call.</p>	
<p style="text-align: right;"> EMMELINE L. VERZOSA Executive Director </p>	
Date:	July 4, 2014

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
 CY 2015**

Department: Department of Justice

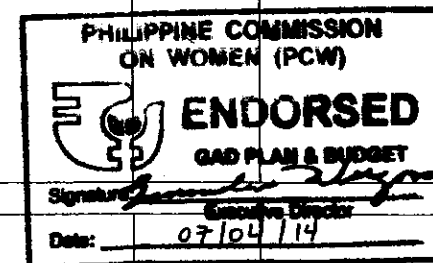
TOTAL GAA OF AGENCY: 8,041,13 (PROPOSED)

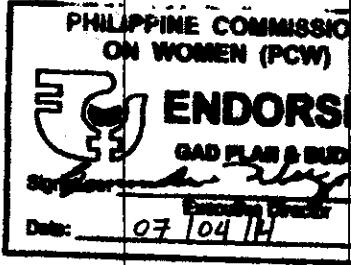
Gender Issue and/or GAD Mandate (1)	Cause of the Gender Issue (2)	GAD Result Statement/GAD Objective (3)	Relevant Agency MFO/PAP (4)	GAD Activity (5)	Output Performance Indicators and Target (6)	GAD Budget (7)	Source of Budget (8)	Responsible Unit/Office (9)
Client-Focused								
Increasing number of domestic violence cases	Lack of access of women on their rights and protection under the law	Increased awareness of women on their rights and protection under the law	Operations-Prosecution Services	Conduct public information, advocacy and information dissemination on women's rights	At least one (1) advocacy forum by end of 2015 with 50 Barangay Chairpersons who are expected to inform women in their respective jurisdictions	P30,000	GAA	Region 2
Concealment or non-disclosure of material facts by victims in gender-related cases	Non-observance of confidentiality in handling these cases	Effective investigation and prosecution of gender-related cases	Operations-Prosecution Services	Establish separate gender-sensitive interview room	At least one (1) room by end of 2015	P90,000	GAA	Region 2
Confidentiality of cases involving women and children	Lack of training and awareness on confidentiality of cases involving women and children	Preserve the confidentiality of records	RPO - 5, Provincial and City Prosecution Offices (Operations Prosecution Services)	Dialogue with media organizations	At least two (2) dialogue with media practitioners organization for 6 provinces and 7 cities in the entire Bicol region	P10,000	GAA	Region 5
Violation of privacy of VAWC cases	Lack of training and awareness on VAWC	Intensify protection of rights of victims in VAWC cases	RPO-5, Provincial and City Prosecution Offices (Operations Prosecution Services)	Conduct Media Forum on responsible reporting VAWC cases	At least one (1) media forum on all media practitioner's organization for the 6 provinces and 7 cities in the entire Bicol region	P15,000	GAA	DOJ/RPO 5, Provincial and City Prosecution Offices
Vulnerability of women to harassment in their working environment.	Women are not aware of their legal rights and laws related to sexual harassment.	Increased awareness of women on their legal rights. Awareness of women on the law on Sexual Harassment.	Operations-Prosecution Services	Awareness Seminar on Sexual Harassment for women workers in the Regional Prosecution Offices (Bohol and Cebu)	3 information dissemination activities on Sexual Harassment within 1 year in Regional Prosecution Offices At least 45 women workers informed on their legal rights.	P61,500	GAA	Region 7



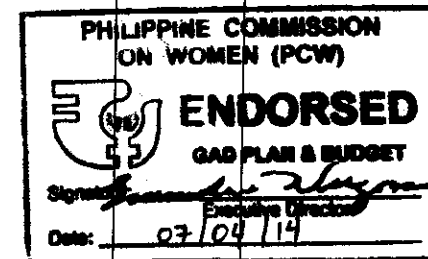
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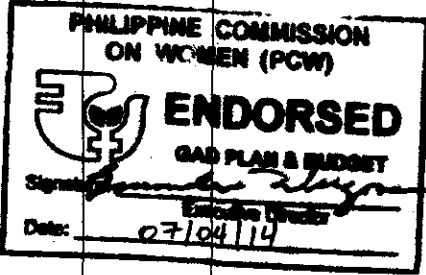
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Lack of empowerment of women in their marital relationship.	Women are not aware of their rights under the law.	Increased awareness of women on their legal rights. Empowerment of women in their marital relationship.	Operations-Prosecution Services	Orientation Seminar on VAWC and Family Code.	2 information dissemination on VAWC and Family Code within 1 year as a result of orientation seminar At least 6 groups of women (15 persons per group) informed on their legal rights.	P123,000	GAA	Region 7
Some women are hesitant to share their experiences of abuses and hardships to proper authorities.	Lack of proper venue, allowing them to share in confidence their situation.	Women are provided a private area to ventilate their concerns.	Operations-Prosecution Services	Establishment of women and children's desk in prosecution offices Establishment of Gender-sensitive interview room, day care center and breastfeeding station in prosecution offices	Establishment of an area allocated for women and children in prosecution offices.	P378,000.00	DOJ	Region 7
Organization-Focused								
Gender insensitive resolutions submitted by prosecutors for Preliminary investigation, inquest and summary investigation	Lack of training on gender sensitive legal writing of resolutions especially where complainants or victims include women and children	Enhance capacities of prosecutors in gender sensitive handling of gender based cases	Operations-Prosecution Services	Continued roll out of national training of trainers (TOTs) program/module developed by the ADB for prosecutor-trainers Third level GSTs on gender-sensitive handling of VAW cases for new prosecutors assigned in family courts conducted by core group prosecutors-trainers	At least one (1) national and one (1) regional GSTs conducted by prosecutor-trainers by end of 2015 involving 45 prosecutors in national and 45 in regional.	P500,000	GAA	DOJ-OSEC Administrative Service (Training Section) and National Prosecutors Service
Low-level of awareness of officials and staff of DOJ-OSEC on their rights	Lack of information campaign on the rights on gender related cases.	Promote zero-tolerance to gender based violence including sexual harassment within the department.	General Administration and Support Services	a. Continuing dissemination of IEC materials on gender-related laws,	90% nationwide distribution of IEC materials to DOJ-OSEC by 2015.	P150,000	GAA	DOJ OSEC - GAD Focal Point System and Administrative Service



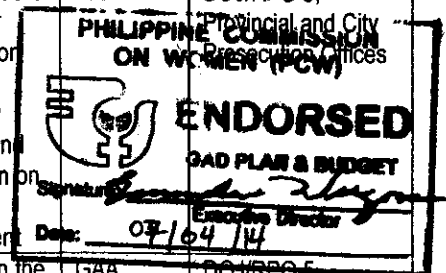
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and duties under gender-related laws (e.g. RA 7877, RA 9262, and RA 9710)				including available remedies for survivors to all DOJ-OSEC officers and staff b. Continuing production of streamers and film showing or forum on women's right and gender related-laws	a. Five (5) streamers every year within the DOJ-OSEC b. One (1) film showing and one (1) forum on women's rights and gender related laws by end of 2015	P100,000			
Sex disaggregation of caseload management and disposition, particularly on violations of gender-related laws, as part of RA 9710 mandate to develop/maintain GAD database	Inadequate case management system to monitor gender-related cases	To establish a DOJ GAD database by systematizing the collection and updating of sex-disaggregated data from all prosecutors' services/offices	Operations-Prosecution Services	Development of electronic case management system to monitor gender related cases in all regions	Roll out of NPS-CIS in all regions	Note: The budget for the full implementation of NPS-CIS is already included in NJIS project for 2015		GAA	DOJ-OSEC Planning and Management Service
Lack of gender sensitive protocol for preliminary investigations of women victims of abuse	Awareness of Performance Standards in handling all forms of abuse and violence against women is not clear for all DOJ-RPO 1 Prosecution Offices	Performance Standards in handling all forms of abuse and violence against women in the Philippines	Operations-Prosecution Services	Focused Group Discussion on Gender-Sensitive Protocols Documentation	1 Focused Group Discussion on Gender-Sensitive Protocols participated by prosecutors in region 1 Approved protocols distributed to all offices	P30,000		GAA	Region 1
Low level of awareness of employees on women's rights in the workplace, laws and admin rules pertaining to sexual harassment	Women's rights and issues on sexual harassment are not discussed in workplace	To increase awareness women's rights in the workplace To increase gender sensitivity among men and women employees	Operations-Prosecution Services	Orientation forum on Magna Carta of Women Seminar on sexual harassment criminal and admin aspects Signing of manifesto	At least one (1) forum by 2015 At least one (1) seminar by 2015 Signed/approved copy of	P130,000		GAA	Region 1

Gender Issue and/or GAD Mandate (1)	Cause of the Gender Issue (2)	GAD Result Statement/GAD Objective (3)	Relevant Agency MFO/PAP (4)	GAD Activity (5)	Output Performance Indicators and Target (6)	GAD Budget (7)	Source of Budget (8)	Responsible Unit/Office (9)
				to make workplace more gender sensitive	manifesto			
Non-Observance of confidentiality in cases of VAWC	No specific Prosecutors assigned to handle VAWC cases	Systematic handling and prosecuting of VAWC cases	Operations-Prosecution Services	Training seminar for special prosecutors Designation of one (1) special prosecutor for VAWC per office	At least one (1) training on systematic handling and prosecuting of VAWC cases by 2015 Designation of one (1) special prosecutor for VAWC each for 13 prosecution offices (8 functional provincial and 5 city offices)	P50,000	GAA	Region 2
Gender insensitivity of prosecutors in investigating and prosecuting of cases	Low level of awareness of Prosecutors on GAD policies	Increased awareness of prosecutors of GAD concepts and principles	Operations-Prosecution Services	GAD orientation seminar for prosecutors	At least (1) seminar by 2015 participated by 45 prosecutors of the total number of prosecutors in the region (1 st batch)	P230,000	GAA	Region 2
Non-Observance of confidentiality in cases of VAWC	No specific Prosecutors assigned to handle VAWC cases	Systematic handling and prosecuting of VAWC cases	Operations-Prosecution Services	Training seminar for special prosecutors	Designation of one (1) special prosecutor for VAWC per office	P50,000	GAA	Region 2
Lack of capacity competence of the members of GAD Committee/CODI at the Regional level	Low level of awareness of GAD Committee members/CODI on GAD policies	Competent and functional GAD Committee/CODI at the Regional level	RPO – 5 General Administrative and Support Services	GAD Orientation seminar for GAD Committee members/CODI on gender and development policies	At least (1) seminar by 2015 for GAD Committee/Members	P12,000	GAA	Region 5
Lack of gender sensitive prosecutors	Lack of training and awareness on gender sensitivity	Gender sensitive prosecutors handling gender sensitive cases in court and during preliminary investigations	RPO – 5, Provincial and City Prosecution Services	Training of Prosecutors on Gender Sensitivity	121 Prosecutors and Prosecution Attorneys (3 batches)	P95,000	GAA	Region 5
Confidentiality of cases involving women and children	Lack of training and awareness on confidentiality of cases involving women and children	Preserve the confidentiality of records	RPO – 5, Provincial and City Prosecution Offices (Operations	a. Technical Working Group writeshop on the development of module on	Development of module on confidentiality of records and dealing with the media Issuance of module to Regional	P20,000	GAA	Region 5

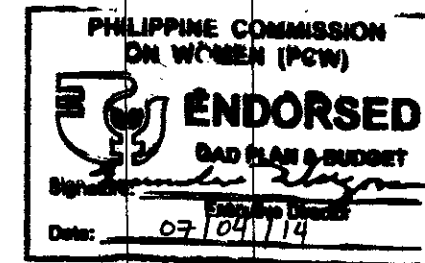


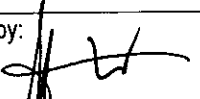



Gender Issue and/or GAD Mandate (1)	Cause of the Gender Issue (2)	GAD Result Statement/GAD Objective (3)	Relevant Agency MFO/PAP (4)	GAD Activity (5)	Output Performance Indicators and Target (6)	GAD Budget (7)	Source of Budget (8)	Responsible Unit/Office (9)
			Prosecution Services)	<p>confidentiality of records in handling women and children and dealing with the Media</p> <p>b. Issuance of confidentiality module in handling women and children cases</p> <p>c. Distribution of IEC materials</p>	<p>Prosecution Offices and all media practitioner's organization for the 6 provinces and 7 cities in the entire Bicol region</p> <p>Distribution of 100 IEC materials to Regional Prosecution Offices</p>			
								
Violation of privacy of VAWC cases	Lack of training and awareness on VAWC	Intensify protection of rights of victims in VAWC cases	RPO-5, Provincial and City Prosecution Offices (Operations Prosecution Services)	<p>a. Issuance of Protocol on treatment, handling VAWC cases</p> <p>b. Information dissemination</p> <p>c. Distribution of IEC materials</p> <p>d. Inter-Agency Seminar on VAWC Cases</p>	<p>Issuance of protocol to all prosecutors staff of RPO 5, provincial, city prosecution offices</p> <p>Information dissemination and distribution of IEC materials to all prosecutors staff of RPO 5, provincial, city prosecution offices</p> <p>At least one (1) seminar by end of 2015</p>	P75,000	GAA	DOJ/RPO 5, Provincial and City Prosecution Offices
Sexist attitude of prosecutors, staff and other service providers	Lack of training and awareness and culture machismo	To make the workplace a gender sensitive one	RPO-5, Provincial and City Prosecution Offices (Operations Prosecution Services)	<p>a. Gender sensitivity training</p> <p>b. Orientation on gender sensitivity and sexual harassment</p>	All prosecutors and staff of RPO-5, provincial and city prosecution offices	P150,000	GAA	DOJ/RPO 5, Provincial and City Prosecution Offices
Lack of IEC materials on GAD, human rights and sexual harassment	No materials provided or insufficiency of materials	Sufficient IEC materials for distribution	RPO-5, Provincial and City Prosecution Offices (General Administration	a. Printing of IEC materials and distribution to the NPS Offices	All prosecutors and staff of RPO-5, provincial and city prosecution offices	P20,000 (for reproduction only)	GAA	DOJ/RPO 5, Provincial and City Prosecution Offices

Gender Issue and/or GAD Mandate (1)	Cause of the Gender Issue (2)	GAD Result Statement/GAD Objective (3)	Relevant Agency MFO/PAP (4)	GAD Activity (5)	Output Performance Indicators and Target (6)	GAD Budget (7)	Source of Budget (8)	Responsible Unit/Office (9)
			and Support Services)	b. Reproduction of materials				
Gender related provisions of the Code of Conduct for NPS Prosecutors and support staff are not followed	Lack of implementation and awareness of the codes of conduct	Fully implement the provisions of the codes relative to gender sensitivity	RPO-5, Provincial and City Prosecution Offices (Operations Prosecution Services)	Orientation seminar for Prosecutors and staff	All prosecutors and staff of RPO-5, provincial and city prosecution offices	Included in the budget for seminars on Gender Sensitivity Training and Orientation on Sexual Harassment	GAA	DOJ/RPO 5, Provincial and City Prosecution Offices
Need to expedite the investigations of gender sensitive cases	Lack of gender sensitive prosecutors	a. Speedy resolution of VAWC Cases b. More gender sensitive prosecutors	Operations-Prosecution Services	Orientation seminar for Prosecutors and staff	All prosecutors and staff of RPO-5, provincial and city prosecution offices	Included in the budget for seminars on Gender Sensitivity Training and Orientation on Sexual Harassment	GAA	DOJ/RPO 5, Provincial and City Prosecution Offices
Need to address practical needs of working parents especially lactating mothers (daycare and breastfeeding areas)	No facilities	Establishment of areas in the office for breastfeeding and day care facilities	Operations-Prosecution Services	Construction or renovation of offices to have breastfeeding areas and/or day care facilities	Constructed or renovated breastfeeding areas and/or day care facilities by end of 2015	P330,000	GAA	DOJ/RPO 5, Provincial and City Prosecution Offices
Lack of participation of the NPS in gender based and child friendly programs and activities with other government agencies	Lack of cooperation	Strengthening the participation of the NPS inter-agency activities involving GAD	RPO-5, Provincial and City Prosecution Offices (General Administration and Support Services)	Capacity building on gender and development with other government agencies	Participation/involvement of the NPS in gender based and child friendly programs and activities with other government agencies	P100,000	GAA	DOJ/RPO 5, Provincial and City Prosecution Offices
Vulnerability of women to harassment in their working	Women are not aware of their legal rights and laws related to sexual harassment.	Increased awareness of women on their legal rights.	Operations-Prosecution Services	Awareness Seminar on Sexual Harassment for women workers in	3 information dissemination on Sexual Harassment within 1 year in Regional Prosecution Offices	P61, 500		Region 7



Gender Issue and/or GAD Mandate (1)	Cause of the Gender Issue (2)	GAD Result Statement/GAD Objective (3)	Relevant Agency MFO/PAP (4)	GAD Activity (5)	Output Performance Indicators and Target (6)	GAD Budget (7)	Source of Budget (8)	Responsible Unit/Office (9)
environment.		Awareness of women on the law on Sexual Harassment.		the Regional Prosecution Offices (Bohol and Cebu)	At least 45 women workers informed on their legal rights.			
Minimal opportunity of women employees to air out their concerns.	Majority of women employees are hesitant to share their ideas.	Increased empowerment of women employees to express their views on issues	Operations-Prosecution Services	Periodic consultation of the condition of female employees in the field offices	At least two field offices are inspected or consulted in a month Concerns of female employees are documented and given solution	P78,000	DOJ	Region 7
Additional burden suffered by the working (and even non-working) mothers at home.	Gender inequality prevalent in their homes. Lack of venue or opportunity for communication between spouses and their children	Gender equality is introduced in the homes of the DOJ personnel. Opportunity to communicate and bond with the family.	Operations-Prosecution Services	Gender Sensitivity Congress on Elimination of Violence and Discrimination on Women	Conduct of two working days in a year allotted for bonding of DOJ employees with their families At least two (2) Gender Sensitivity Congress on Elimination of Violence and Discrimination on Women Emphasis of GAD ideas in each congress	P1,050,000	DOJ	Region 7
Management and employees of the Region are not equipped updated concepts on GAD and laws relating to rights of women and children.	Lack of training and seminars of DOJ personnel on GAD updates and laws pertaining to women and children empowerment.	Increased knowledge of the management and employees on GAD. Updated on laws pertaining to the rights and welfare of women and children.	Operations-Prosecution Services	Enhancement Training and Legal Updates	6 trainings/ Seminars participated by prosecutors and support staff of each office	P1,050,000	DOJ	Region 7
Prevalence of gender-stereotyping in work.	Lack of understanding and application of GAD values. Lack of integration of GAD concepts.	Clarification on long-existing values, expression of commitment of GAD values, and formulation of action plan which would support the commitments made.	Operations-Prosecution Services	Values Orientation Workshop (VOW)	Gender -Sensitive DOJ Personnel Participation of GAD Committee, Regional Prosecutors and Staff, Field Administrative Officers, and selected Field Prosecutors	P650,000	DOJ	Region 7



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Lack of integration of gender-sensitive ideas in the resolution and prosecution of cases	Lack of orientation and training on gender-sensitive approach in resolution and prosecution of cases	Prosecutors are knowledgeable in resolving and prosecuting cases, incorporating therein gender concepts and principles.	Operations-Prosecution Services	Capacity development for gender sensitivity and investigation/ Prosecution of gender-related cases	Gender-Sensitive Prosecutors Participation of prosecutors in Region VII	P400,000	DOJ	Region 7
Low level of awareness on GAD policy, women's rights and rules on sexual harassment in the workplace	No orientation activity provided for employees on GAD and CODI	Raised awareness of GAD/CODI provisions among prosecutors and staff in the region	Operations-Prosecution Services	Orientation seminar on Gender and Development and CODI	All of prosecutors and staff given orientation (40 personnel for 2015)	P70,200	DOJ	Region 10
TOTAL						P5,997,700.00		
Prepared by:  Usec. LEAH T. ARMAMENTO Chairperson, GAD Committee			Approved by:  Secretary LEILA M. DE LIMA Head of Agency			Date: 6, 16 9, 2014	 PHILIPPINE COMMISSION ON WOMEN (PCW) ENDORSED GAD PLAN & BUDGET Signature:  Executive Director Date: 07/04/14	