

**Gender and Development (GAD) Plan and Budget (GPB)
FY 2021**

Office:
Total GAA of Office:
Total GAD Fund Estimated:

BLE: ₱1,642,490,341.00
₱782,187,600.00

Department: Department of Labor and Employment (DOLE)

209.99 %

Gender Issue and/or GAD Mandate	Cause of the Gender Issue	GAD Result Statement/ GAD Objective/	Relevant Agency MFO/PAP	GAD Activity	Output Performance Indicator and Target	Physical Targets (as reflected in the FY 2021 GPB)	Physical Accomplishments (as of November 2021)		Financial Target	Financial Utilization	Source of Budget	Responsible Unit	
							Male	Female					
Attributed Programs													
Gender gap in labor-force participation rate	Multiple reproductive responsibilities of women; gender discriminatory practices of employers; and sexual harassment in the workplace	Improved employment level and access to employment opportunities, especially among women	OO1: Employability of workers and competitiveness of MSMEs enhanced	JobStart Philippines Program	No. of beneficiaries	1000	1,085	1,425	₱41,491,000.00	₱41,278,000.00	75% of Program Budget	BLE and Regional Offices	
				Special Program for the Employment of Students	No. of youth beneficiaries	68,585	41,816	63,677	₱25,712,600.00	₱272,895,360.00	50% of Program Budget	BLE and Regional Offices	
				DOLE Government Internship Program	No. of beneficiaries	12,338	28,087	30,509	₱637,716,000.00	₱1,262,000,000.00	25% of Program Budget	BLE and Regional Offices	
TOTAL FOR ATTRIBUTED PROGRAMS						81,923	70,988	95,611	₱704,919,600.00	₱1,576,173,360.00			
Client-Focused													
Gender gap in labor-force participation rate	Multiple reproductive responsibilities of women; gender discriminatory practices of employers; and sexual harassment in the workplace	Improved employment level and access to employment opportunities, especially among women	OO1: Employability of workers and competitiveness of MSMEs enhanced	Conduct of job fairs	No. of job fairs conducted (185 job fairs) <i>Note: Reflected in the physical accomplishments is the no. of job applicants registered.</i>	Variable	53,925	48,549	₱5,450,000.00	₱2,422,000.00	GAA	BLE and Regional Offices	
					No. of persons hired-on-the-spot	Variable	2,460	2,722					
				Career Guidance Employment Coaching (CGEC)	Activities on Career guidance and employment coaching	No. of individuals reached	Variable	103,138	110,274	₱2,000,000.00	₱371,000.00	GAA	BLE and Regional Offices
						No. of institutions reached	Variable	1694					
				Public Employment Service (PES)	Monitoring of qualified jobseekers referred for	No. of qualified jobseekers referred for placement	1,500,000	1,789,607	864,640	₱69,593,000.00	₱63,440,000.00	GAA	BLE and Regional Offices
				Labor Market Information (LMI)	Development/Dissemination of Information, Education, and Communication materials	No. GAD-related IECs developed and/or published	N/A	N/A	N/A	₱225,000.00	₱56,000.00	GAA	BLE and Regional Offices
TOTAL FOR CLIENT- FOCUSED						1,500,000	1,950,824	1,026,185	₱77,268,000.00	₱66,289,000.00			
Organization-Focused													
1. Limited understanding of planners, program managers, and program implementers on the needs and concerns of program beneficiaries and of the factors that may inhibit their participation on the DOLE programs	Lack of training activities and sharing of program implementation practices to address the surfacing gender issues and the concerns of the program beneficiaries	Enhanced competency on analyzing GAD perspective in PAPs		Conduct of GAD planning and capacity building activities	No. of GAD planning and capacity building conducted JobStart Capacity Building - Women Participation in the Labor Market (28-29 September 2021)	Variable	N/A	N/A			ADB Technical Assistance Fund	Bureau, Services, Regional Offices, and POLOs	
					No. of DOLE GFP members capacitated	Variable							
					Conduct of GAD-related meetings	No. of meetings conducted	Variable	5	1	N/A	N/A	GAA	Bureau, Services, Regional Offices, and POLOs
					Conduct of GAD-related trainings for DOLE employees	No. of GAD-related trainings conducted <i>Note: One paid training was participated by BLE while three (3) other free trainings were participated by BLE employees.</i>	Variable	1	1	Variable	₱2,200.00	GAA (BLE Funds)	Bureau, Services, Regional Offices, and POLOs
							No. of DOLE employees trained	Variable	4	1			
	Establishment of GAD Corner	No. of GAD Corner established and maintained <i>The Bureau has its GAD Corner maintained by the BLE GAD Team.</i>	Variable	1	1	N/A	N/A	N/A	Bureau, Services, Regional Offices, and POLOs				
	Hiring of project-based personnel to handle GAD PAPs on full-time basis	No. of personnel hired to handle GAD PAPs	N/A	N/A	N/A	N/A	N/A	N/A	Concerned DOLE Office				
2. Vulnerability of women personnel to household problems and COVID-19	Inadequate facilities and essential supplies and to address the issues brought about by COVID-19; Multiple reproductive responsibilities of women	Preventive measures implemented to contain the spread of COVID-19 within the workplace; Instilled the positive image of working women and promoted the sharing of household	DOLE Family Welfare Program	Conduct of FWP activities	No. of FWP activities conducted	N/A	N/A	N/A	N/A	N/A	N/A	Bureau, Services, Regional Offices, and POLOs	
					No. of employees benefited (sex disaggregated)	N/A	N/A	N/A	N/A	N/A	N/A		

responsibilities between partners or spouses	Establishment and Maintenance of lactation stations	No. of lactation stations established	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Bureaus, Services and Regional Offices	
		No. of lactation stations maintained	N/A	N/A	N/A	N/A	N/A	N/A	N/A		
		No. of lactating employees utilizing the lactation stations	N/A	N/A	N/A	N/A	N/A	N/A	N/A		
	Renovation of the offices to create a conducive environment for workers	No. of offices to be renovated	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Concerned DOLE Office	
		No. of floors with all gender comfort room	N/A	N/A	N/A	N/A	N/A	N/A	N/A		
	Preventive Measures to protect the workers from COVID-19	No. of preventive measures implemented	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Bureaus, Services, Regional Offices, and POLOs	
		No. of workers protected from COVID-19	N/A	N/A	N/A	N/A	N/A	N/A	N/A		
	3. Limited Involvement of DOLE Personnel in the advocacy and policy development efforts to address the current gender issues of the country and the different parts of the world	Limited exposure and knowledge of DOLE personnel in the current GAD priority issues and corresponding interventions to solve them	Promoted GAD related issues and concerns to mobilize the DOLE personnel in advocating gender laws and policies	Conduct of GAD related activities as spearheaded by PCW, CSC, and others such as Women's Month, VAWC, etc.	No. of GAD-related advocacy activities conducted	Variable	4	Variable	25,781.00	GAA (BLE Funds)	Bureaus, Services, Regional Offices, and POLOs
				No. of DOLE personnel participated in GAD-related advocacy activities	Variable	24	25	Variable	GAA (BLE Funds)		
		Heightened the involvement of DOLE Personnel in the development, amendment, legislation, and implementation of various laws and policies to ensure the protection, promotion, and advancement of women workers in the formal and informal sector	Participation of DOLE officials and provision of inputs to GAD local and international concerns	No. of international conferences/seminars	N/A	N/A	N/A	N/A	N/A	N/A	Concerned DOLE Offices
No. of DOLE officials which participated in international fora/ conferences/etc				N/A	N/A	N/A	N/A	N/A	N/A		
Development of gender-sensitive policies on various PAPs with GAD related concerns			No. of consultations conducted	N/A	N/A	N/A	N/A	N/A	N/A	Concerned DOLE Offices	
			No. of GAD-related policies issued	N/A	N/A	N/A	N/A	N/A	N/A		N/A
TOTAL FOR ORGANIZATION-FOCUSED					0	39	29	P0.00	P27,981.00		

TOTAL 1,581,923 2,021,851 1,121,825 P782,187,600.00 P1,642,490,341.00 Date: 28 December 2021

Note: Financial utilization is based on the FMS preliminary data of utilization by Obligation as of 09 November 2021, pending final data as of 31 December 2021.

Prepared by:	Reviewed by:	Approved by:
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