

ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2024

Sequence No.: 2023-016922

Organization: Public-Private Partnership Center of the Philippines

Organization Category: National Government, Attached
Agency

Organization Hierarchy: National Economic and Development Authority, Public-Private Partnership Center of the Philippines

Total Budget/GAA of Organization: 219,170,000.00

Total GAD Budget 32,116,826.62 Primary Sources 32,116,826.62
Other Sources 0.00

% of GAD Allocation: 14.65%

Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office
1	2	3	4	5	6	7	8	9

CLIENT-FOCUSED ACTIVITIES



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

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GAD TWG CHAIRPERSON EXECUTIVE DIRECTOR



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1	Weak integration of GAD in PPP projects	Limited knowledge of implementing agencies in GAD integration in PPP projects	Improved GAD-responsiveness of PPP projects, including more equitable access of women and men to PPP project benefits (communication, technology, goods and services)	MFO: Administration and Management of the Project Development and Monitoring Facility (PDMF) Fund	Ensure GAD consideration in the preparation of SAR/TOR/contract of the consultant, and in the performance of gender specialists or equivalent positions / output submission of the consultant	% of SAR/TOR/contract of the consultants have GAD consideration/ component - 100% of SAR/TOR/contract of the consultants have GAD consideration/ component	MOOE 70,785.75 PS 59,793.99	GAA GAA	PDMFS
2	Weak integration of GAD in PPP projects	Limited knowledge of implementing agencies in GAD integration in PPP projects	Improved GAD-responsiveness of PPP projects, including more equitable access of women and men to PPP project benefits (communication, technology, goods and services)	MFO: Administration and Management of the Project Development and Monitoring Facility (PDMF) Fund	Monitor the performance of gender specialists or equivalent positions / output submission of the consultant	% of gender specialists or equivalent positions evaluated, with at least satisfactory performance - 80% of gender specialists or equivalent positions evaluated, with at least satisfactory performance % of Pre-FS or FS submitted by the consultant with gender/social safeguard considerations - 100% of Pre-FS or FS submitted with gender/social safeguard considerations	PS 103,603.64 MOOE 37,138.02	GAA GAA	PDMFS



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3	Weak integration of GAD in PPP projects	Limited knowledge of implementing agencies of GAD integration in PPP Projects	Improved GAD-responsiveness of PPP projects, including more equitable access of women and men to PPP project benefits (e.g. communication, technology, goods and services)	MFO: Capacity Building Program	Capacitate implementing agencies, career executive officers, and middle managers, on GAD analysis as component of PPP project study/proposal	Number of programmed capacity building activities which includes Introductory courses (Overview of the PPP Process and the Philippine PPP Program) and Project-focused courses (PPP Project Development, Evaluation, Approval, Procurement, Implementation) conducted by end of 2024 and composed of at least 40% female - 8 programmed capacity building activities which includes Introductory courses (Overview of the PPP Process and the Philippine PPP Program) and Project-focused courses (PPP Project Development, Evaluation, Approval, Procurement, Implementation) conducted by end of 2024 and composed of at least 40% female	MOOE 214,500.00 PS 542,858.20	GAA GAA	ODED and CBD

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4	Weak integration of GAD in PPP projects	Limited knowledge of Implementing Agencies in GAD integration in PPP projects	Improved GAD-responsiveness of PPP projects, including more equitable access of women and men to PPP project benefits (communication, technology, goods and services) women and men to PPP project benefits	MFO: Information Systems and Technology Development Program	Development Enhancement of system collaboration tool on GAD related data, improve PPPC website (GAD section) and conduct of GAD collaboration system tool testing/review and uploading/updating of contents	Development/Enhancement of GAD collaboration system tool, with GAD section Conduct of GAD collaboration system tool testing, review and uploading/ updating/integration of contents Regular updating of the GAD section/page in the PPPC website, Knowledge Hub and Intranet - GAD collaboration system tool enhanced by end of 2024 GAD collaboration system tool Updated GAD Section/page in all collaboration tool. Improve connectivity, Updating of databases and hardware. Maintain backup and Develop recovery program	MOOE 20,036,400.00 PS 299,540.44	GAA GAA	MISD





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5	Weak integration of GAD in PPP projects	Limited knowledge of implementing agencies in GAD integration in PPP projects	Improved GAD-responsiveness of PPP projects, including more equitable access of women and men to PPP project benefits (communication, technology, goods and services)	MFO: Project Appraisal and Evaluation Program	Enhancement of a project's proposed PTCs to integrate GAD in PPP projects.	% of projects with GAD-related PTCs- Recommend GAD-related PTC for 100% of the projects to be reviewed.	PS 40,987.86	GAA	PED
6	Weak integration of GAD in PPP projects	Limited knowledge of implementing agencies in GAD integration in PPP project	Implementing agencies in GAD integration in PPP projects Improved GAD-responsiveness of PPP projects, including more equitable access of women and men to PPP project benefits (communication, technology, goods and services)	MFO: Project Monitoring Program	Enhancement of the existing database of awarded PPP projects, monitoring report template and forms, and project site visit reports to include GAD-related information, such as the HGDG assessment and score, sex aggregated data, GAD-specific issues/concerns, and GAD-responsive facilities	% of Monitoring and Evaluation reports that contain GAD-related information, such as how gender issues identified in the feasibility study/business case were address in the Final Project Design - 50% of Monitoring and Evaluation reports that contain GAD-related information, such as how gender issues identified in the feasibility study/business case were address in the Final Project Design	MOOE 392,125.00 PS 678,580.15	GAA GAA	PMD

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7	Weak integration of GAD in PPP projects	Limited knowledge of implementing agencies in GAD integration in PPP projects	Improve gender-responsiveness, inclusion, and social safeguards of PPP projects which will result in enhanced services and equitable distribution of benefits and opportunities for women, men, and individuals of all genders and circumstances.	MFO: PPP Policy Development and Advocacy Program	Conduct of review on the inclusion of GAD component in project documents/proposals	Number of Project Concept Note, Feasibility Study/Business Case, ICC Approval forms, or Unsolicited Proposal Reviewed - 15 Reports released with findings on the GAD component	MOOE 23,942.31 PS 2,459,662.50	GAA GAA	PDS
8	Limited availability of PPP-relevant GADknowledge products	Limited availability of GAD-related data presentation on PPPs within information, communication, and education (IEC) materials available for public consumption	Strengthen data collation procedures within the organization and identify relevant GAD information that may be reflected in the Center's various knowledge products	MFO: Knowledge Management Program	Presentation of GAD data collated from different service/s on knowledge products	Number of knowledge products which have GAD component - 2 knowledge products which have GAD component	MOOE 526,900.00 PS 176,000.00	GAA GAA	KMD
9	Gender bias in PPP legal documents	Not all PPP document drafters/preparers has the capacity to fully implement the use of gender-fair language in legal documents/ Due to inadvertence, drafters may fail to use gender-fair language.	Improved use of gender-fair language in PPP legal documents	MFO: Legal Services Program	Conduct review of PPP project legal documents, including contracts, submitted by implementing agencies or consultants to ensure use of gender-fair language	Number of PPP project legal documents, including contracts, that are reviewed for gender-fair language - 35 PPP legal documents reviewed for gender-fair language	PS 1,388,936.82	GAA	LS



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10	Invisibility of GAD in enabling policy framework for national PPP projects	Infrastructure sector is largely gender blind which results in limited integration of GAD in PPP projects of the national government	Continuous improved integration of gender equality and social inclusion in PPP policy frameworks (from policy cover to operational guidance documents in national PPPs)	MFO: PPP Policy Development and Advocacy Program	Enhance integration of gender equality and social inclusion in PPP policy frameworks	Number of PPP policy issuances formulated/reviewed for improved integration of gender equality and social inclusion in PPP policy frameworks (e.g. PPP Code Implementing Rules and Regulations, PPP Governing Board policies, Investment Coordination Committee guidelines) - 2 PPP policy issuances formulated/reviewed for improved integration of gender equality and social inclusion in PPP policy frameworks	PS 17,426.00	GAA	PFD
11	Limited availability of PPP-relevant GAD information	Limited availability of GAD-related data presentation on PPPs within information, communication, and education (IEC) materials available for public consumption	Strengthen communication of the PPP Center on relevant GAD information	MFO: Knowledge Management Program	GAD-related posts in the PPPC website and social media	Number of GAD-related posts developed and posted on PPP Center's website and social media - 5 GAD-related posts developed and posted on PPP Center's website and social media	PS 14,300.00	GAA	KMD



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12	Limited availability of PPP-relevant GAD information	Limited availability of GAD-related data presentation on PPPs within information, communication, and education (IEC) materials available for public consumption	Strengthen data collation procedures within the organization and identify relevant GAD information that may be reflected in the Center's various knowledge products	MFO: Knowledge Management Program	GAD-related information resources in the library and Knowledge Hub Learning Center	Number of added GAD-related library resource - 2 GAD-related library resource	PS 11,000.00	GAA	KMD
ORGANIZATION-FOCUSED ACTIVITIES									
13	Weak integration of GAD in PPP projects	Limited knowledge of project development officers in GAD integration in PPP projects	Improve gender-responsiveness, inclusion, and social safeguards of PPP projects which will result in enhanced services and equitable distribution of benefits and opportunities for women, men, and individuals of all genders and circumstances.	MFO: PPP Policy Development and Advocacy Program	Conduct of assessment on lessons learned and best practices in mainstreaming GAD issues in PPP projects	Number of review sessions conducted - 1 activity per semester	PS 38,280.40	GAA	PDS



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14	Limited engagement of top management on GAD-related concerns in PPP projects	Top management tends to view GAD integration as less priority compared to other concerns in PPP Projects	Stronger and consistent management support for GAD integration in PPP Center policies and operations	MFO: General Management and Supervision	Conduct of PPP Center-Wide Year-End Assessment Activity which includes the reporting of 2023 GAD Accomplishments	PPP Center-Wide Year-End Assessment Activity conducted and 2023 GAD Accomplishment reported - PPP Center-Wide Year-End Assessment Activity conducted and 2023 GAD Accomplishment reported	MOOE 719,200.00 PS 208,602.47	GAA GAA	OED, CPDD and GAD Committee
15	Limited engagement of top management on GAD-related concerns in PPP projects	Top management tends to view GAD integration as less priority compared to other concerns in PPP Projects	Stronger and consistent management support for GAD integration in PPPC policies and operations	MFO: General Management and Supervision	Conduct of GAD Committee Mid-Year Assessment and Planning	GAD Committee Mid-Year Assessment and Planning conducted - GAD Committee Mid-Year Assessment and Planning conducted	MOOE 16,000.00 PS 277,594.88	GAA GAA	CPDD and GAD Committee
16	Compliance to Section 11 of Republic Act No. 10028 (Expanded Breastfeeding Promotion Act of 2009), BP 344 (Accessibility Law)	Challenge in maintaining gender-responsive facilities and equipment for PPPC employees	Well maintained gender-responsive facilities and equipment for PPPC employees	MFO: General Management and Supervision	Maintenance of gender-responsive facilities & equipment (Male/Female/PWD Comfort Room, Wellness Breast Feeding Station)	% of operational/ cleaned and maintained gender-responsive facilities and equipment - 100% operational/ cleaned and maintained gender-responsive facilities and equipment	PS 209,407.68 MOOE 1,125,878.60	GAA GAA	GSD





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17	Compliance to Section 18 of Magna Carta of Women RA 9710 on Special Leave Benefits for Women, RA 8187 on Paternity Leave Act of 1996, and Section 8 of RA 8972 on Solo Parents Welfare Act of 2000	Employees may require special leaves due to parental obligations, health concerns and other GAD-related circumstances that may require the need thereof	Enhanced support services for employees in need of special leaves	MFO: General Management and Supervision	Availment of Solo Parent Leave, Magna Carta for Women Leave, Paternity Leave and Maternity Leave	% of Solo Parent, Maternity, Paternity, and Magna Carta for Women Leave applications of PPPC employees processed - 100% of Solo Parent, Maternity, Paternity, and Magna Carta for Women Leave applications of female PPPC employees processed	PS 1,100,000.00	GAA	HRD
18	Gender bias in PPPC internal issuances	Lack of a program or activity with an aspect to consciously identify gender stereotypes in PPPC internal issuances/ Due to inadvertence, drafters may fail to use gender-fair language.	Improved use of gender-fair language in PPPC internal issuances	MFO: Legal Services Program	Conduct legal review and assessment of the proposed internal issuances of the PPPC, including the review on the use of gender-fair language	Number of PPPC's internal issuances reviewed by LS - 10 PPPC's internal issuances are reviewed by LS including in such review the use of gender-fair language	PS 396,839.09	GAA	LS
19	Lack of information on relevant laws and initiatives on GAD in the Philippines	Not all employees update themselves on latest GAD-related legal developments/ Not all employees seek GAD-related legal updates.	Promote and proactively uphold GAD initiatives and practices in the PPP Program	MFO: Legal Services Program	Provision of updates on newly-issued gender-related laws, issuances and other legal developments	Quarterly issuance of updates on gender-related laws, issuances and other legal developments - 4 issuances of updates on gender-related laws, issuances and other legal developments	PS 38,542.82	GAA	LS



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20	Challenges in integrating/connecting GEDSI in PPPC's PPAs	Low awareness about GEDSI for PPPC employees, especially newly hired ones	Strengthen the integration of GEDSI in the Unit's workplan	MFO: Learning and Development Program	Conduct of GST-related orientation sessions (including during onboarding sessions) to all new employees	% of newly hired PPPC employees (women and men) undergone orientation sessions - 100% newly hired PPPC employees undergone said sessions (including GST)	PS 118,000.00 MOOE 44,000.00	GAA GAA	HRD and GAD Committee
21	Challenges in integrating/connecting GEDSI in PPPC's PPAs	Low engagement on GEDSI-related activities of PPPC employees	Strengthen the integration of GEDSI in the Unit's workplan	MFO: Learning and Development Program	Participation in the celebration of Women's Month (specific activities to be discussed with the GAD Committee)	% of PPPC employees (women and men) attended the activities - 50% of PPPC employees attended the activities	PS 211,000.00 MOOE 36,000.00	GAA GAA	HRD and GAD Committee
22	Challenges in integrating/connecting GEDSI in PPPC's PPAs	Gaps in fully mainstreaming GEDSI in PPPC	Consistent support for and consideration of GEDSI integration in PPPC policies and PPAs	MFO: General Management and Supervision	Implementation of GEDSI-related activities/programs to address issues/concerns which surfaced in the survey conducted by the Australia Awards and Alumni Engagement Program - Philippines	% of GEDSI-related activities/programs composed of at least 50% female - 100% GEDSI-related activities/programs conducted composed of at least 50% female	PS 187,000.00	GAA	HRD and GAD Committee



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23	Weak integration of GEDSI in PPPC's policies and PPAs	Minimal attention to GEDSI consideration/integration in PPPC	Consistent support for and consideration of GEDSI integration in PPPC policies and PPAs	MFO: Learning and Development Program	Conduct of capacity building for GAD Committee members based on identified needs (e.g. gender equality, disability, social inclusion competencies)	% of capacity building activities/other related activities for the GAD Committee composed of at least 50% female - 100% capacity building activities/other related activities conducted for the GAD Committee composed of at least 50% female	PS 187,000.00 MOOE 46,000.00	GAA GAA	HRD and GAD Committee
24	Challenges in integrating/connecting GEDSI in PPPC policies	Lack of GEDSI-related competency in the existing PPPC Competency Framework	Strengthen the integration of GEDSI in PPPC Competency Framework	MFO: General Management and Supervision	Integration of GEDSI in the enhanced PPPC Competency Framework	Implementation of PPPC Competency Framework with GEDSI component - Implementation of PPPC Competency Framework with GEDSI component	PS 63,000.00	GAA	HRD
SUB-TOTAL							32,116,826.62	GAA	
TOTAL GAD BUDGET							32,116,826.62		

Prepared By:	Approved By:	Date
		
Marja Beatriz N. Quintos	Ma. Cynthia C. Hernandez	11/22/2023
GAD TWG Chairperson	Executive Director	



