



GENDER AND DEVELOPMENT (GAD) FOCAL POINT SYSTEM (GFPS)

RESOLUTION NO. 01
Series of 2023

(Re: Approval of PCSO Gender Mainstreaming and Evaluation Framework [GMEF] Level, GAD Agenda, GAD Vision, Mission, and Goals)

WHEREAS, there is a need to prepare the PCSO GAD Agenda as defined in Section 3.1 of Philippine Commission on Women (PCW) Memorandum Circular No. 2018-04. As defined, the GAD Agenda is the strategic framework and plan on the mainstreaming and achieving women’s empowerment and gender equality;

WHEREAS, the GAD Agenda is a two-part document consisting of GAD Strategic Framework (GADSF) and the GAD Strategic Plan (GADSP). The GADSF outlines the agency’s GAD Vision, Mission, and Goals on the mandate of the agency, while GADSP defines the strategic intervention, indicators and targets to be pursued to achieve GAD goals over a period of time;

WHEREFORE, the newly constituted GAD Focal Point System (GFPS) crafted the PCSO GAD Agenda for 2023 to 2026 to serve as basis in identifying the programs, activities, and projects to be undertaken to achieve the GAD goals and outcome. It also provides the monitoring and evaluation framework for assessing GAD results that shall be the basis for strengthening the mainstreaming of GAD perspectives in PCSO’s operations and programs;

WHEREFORE, the GFPS **RESOLVED**, as it hereby **RESOLVES**, to **RECOMMEND** to the PCSO General Manager and the PCSO Board of Directors the approval of the PCSO GAD Agenda containing the GAD Strategic Framework (GADSF):

AGENCY: Philippine Charity Sweepstakes Office (PCSO)
MANDATE: Republic Act No. 1169, as amended by Batas Pambansa Blg. 42 and Presidential Decree No. 1157, mandates the Philippine Charity Sweepstakes to be the principal government agency for raising and providing for funds for health programs, medical assistance and services, and charities of national character, through the conduct of charity sweepstakes races, lotteries, and other similar activities.
GAD VISION: By 2028, PCSO shall be an excellent government agency generating sustainable funds for gender responsive charitable programs through responsible gaming.
GAD MISSION: We serve responsible and equitable assistance to eligible recipients and beneficiaries through competitive staff and innovative products and strong partnership with responsible agents and stakeholders.

GAD GOALS:

1. Gender responsive policies are formulated, implemented, and monitored
2. Enhanced capacity of PCSO management and staff to mainstream GAD in policies, programs, projects and activities
3. Enhanced GAD mechanisms are functional and utilized
4. Enhanced gender responsiveness of PCSO Programs and Services

RESOLVED FURTHER, to also **RECOMMEND** to the PCSO General Manager and the PCSO Board of Directors the approval of the GAD Strategic Plan (GADSP) as attached.

APPROVED on July 5, 2023.

SIGNED ATTY. ANNA LIZA P. INCIONG GFPS Chairperson	SIGNED CYNTHIA AMELIA C. REGUDO Vice-Chairperson
SIGNED ATTY. MARISSA O. MEDRANO Member	SIGNED MA. CRISTINA J. GREGORIO Member
(ABSENT) ATTY. GAY NADINE P. ALVOR Member	SIGNED IRMA S. GUEMO Member
SIGNED LAILA D. GALANG Member	SIGNED ROGER C. RAMIREZ Member
SIGNED FREDERICK V. MAGALLON Member	SIGNED CHRISTOPHER C. BAUTISTA Member
SIGNED JASPER E. ESPINO Member	

APPROVED / DISAPPROVED:

SIGNED
MELQUIADES A. ROBLES
General Manager



Republic of the Philippines
Office of the President

PHILIPPINE CHARITY SWEEPSTAKES OFFICE

Sun Plaza Building, 1507 Shaw Boulevard corner Princeton St., Mandaluyong City 1552

www.pcsso.gov.ph



PCSO GAD STRATEGIC PLAN (2023-2026)

GAD Goal No. 1: Gender responsive policies are formulated, implemented, and monitored				
Gender Issue/GAD Mandate	Cause of Gender Issue	GAD Objective	GAD Activity	2023 Targets
GFPS experiences difficulty in gender mainstreaming in PCSO	Absence of enabling internal policies on GAD	Gender mainstreaming efforts of PCSO are implemented more effectively.	Issuance of Gender Mainstreaming Policy Dev Plan and Application of HGDG in Program Design and Implementation and M&E; and (GAD Training/CaP) Others: iteration of GFL, use of SDD, IPCR) and Review of Existing Guidelines and Policies for Employees Welfare, and Adoption of GAD Agenda	1 Gender Mainstreaming Policy drafted and adopted

GAD Goal No. 2: Enhanced capacity of PCSO management and staff to mainstream GAD in policies, programs, projects and activities												
		Gender Issue/ GAD Mandate		2024 Targets	GAD Activity	GAD Budget	2025 Targets	GAD Activity	GAD Budget	2026 Target	GAD Activity	GAD Budget
PCSO has no GAD Orientation Material for New Employees	GFPS is newly reconstituted	Increased Access to GAD Information for New Employees	Development and Adoption of GAD 101 for New Employees	1 GAD 101 developed by 1st Q	Formulation, preparation and implementation of approved one (1) GAD 101; Policy formulation and approval for the inclusion of GAD awareness in the On-Boarding Orientation for new employee		number of new employees oriented using the GAD 101 Module	Inclusion of GAD Awareness in the On-Boarding Orientation for new employees		1 enhanced GAD 101 module by 1st quarter	Review and enhancement of GAD 101 and other GAD related policies for new employees	GAD attributed HRD Training Budget
				1 Policy issued adopting the GAD 101 Module by 2nd Quarter	Adoption of GAD 101 Module as material to be used in On-boarding Orientation sessions	report equivalent prorated PS						
				number of new employees oriented using the GAD 101 Module	Inclusion of GAD Awareness in the On-Boarding Orientation for new employees							

PCSO stakeholders have little awareness on GAD and gender mainstreaming efforts of the agency.	Limited access of stakeholders on GAD information	PCSO stakeholders have increased awareness on GAD	Conduct of TNA on GAD for New and Old Employees	1 GAD Training Plan for PCSO	Conduct survey to the employees to determine the level of GAD awareness Creation and formulation of GAD training plan based on the result of the survey	GAD attributed HRD Training Budget	Implementation of the approved GAD Training Plan to all employees	Conduct GAD trainings and seminar workshop to all employees based on the approved GAD Training Plan	GAD attributed HRD Training Budget	Evaluation and Assessment of the employees' level of GAD awareness for future training plan.	Conduct post evaluation test to all employees Submission of report to the GFPS for further evaluation	GAD attributed HRD Training Budget
PCSO external stakeholders have little awareness on GAD and gender mainstreaming efforts of the agency.	Limited access of stakeholders on GAD information	PCSO stakeholders have increased awareness on GAD	Conduct of Basic GAD Orientation and Safe Spaces Act for PCSO External Clients	2024 GAD Training Plan for PCSO external clients developed ; number of GAD trainings/sessions developed and implemented for 2023/2024/2025...	Inclusion in the GAD Training Plan for PCSO's external clients the Creation and approval of Infomercial/ AVPs to be shown in all audio/video platforms in the main office and branch offices and during the conduct of lotto agents training	GAD attributed HRD Training Budget	Implementation of the approved GAD Training Plan to PCSO's external clients	Continuous airing and broadcasting of Infomercial/ AVPs in the main office and branch offices and during the conduct of lotto agents training Implementation of feedback mechanism to evaluate the effectiveness of the Infomercial/ AVPs	GAD attributed HRD Training Budget	Review and enhancement of Infomercial/ AVPs	Review of the GAD policies and the result of the feedback mechanism.	GAD attributed HRD Training Budget

GFP members have limited awareness and appreciation on GAD	GFPS is newly reconstituted	GFP members have increased awareness and appreciation on GAD	Basic GAD Orientation for GFPS and staff	at least 1 Gender Sensitivity training held for top management	Conduct annual orientation to the GFPS upon reconstitution and assumption	GAD attributed HRD Training Budget	at least 2 Gender Sensitivity trainings held (1 for staff, 1 for top management)						
Some members of the management have limited awareness on GAD				at least 1 Gender Sensitivity training held for staff	Conduct annual orientation to the GFPS staff upon reconstitution and assumption	GAD attributed HRD Training Budget							
There is limited awareness on ASH/Safe Spaces in the workplace among employees	PCSO has no functional CODI	There is increased awareness on ASH in the workplace among employees	Training of CODI on ASH	1 Anti-Sexual Harassment Action Plan developed ; 1 ASH M&E Report submitted to GFPS and CODI; 100% utilization of Anti-Sexual Harassment Action Plan Budget	Reconstitution of the 2016 CODI (BR No. 242, s. 2016 & SO No. 2016-154 dated 15 June 2016) pursuant to RA 11313	GAD attributed HRD Training Budget	1 Anti-Sexual Harassment Action Plan developed	Conduct of Training on ASH of Reconstituted CODI	GAD attributed HRD Training Budget	Continuous attendance to training/s on gender sensitivity, gender-based violence, sexual orientation, gender identity and expression and other GAD topics, as needed.			

					Conduct of Training of CODI on ASH	GAD attributed HRD Training Budget	1 ASH M&E Report submitted to GFPS and CODI; 100% utilization of GAD Budget	Submission of ASH M&E Report to GFPS and CODI for evaluation and recommendation	GAD attributed HRD Training Budget	Enhancement to incorporate the recommendations of the GFPS and CODI for approval		Continuous implementation of the approved policy
										Implementation of enhanced and approved Policy based on the recommendation of GFPS and CODI		

GAD Goal No. 3: Enhanced GAD mechanisms are functional and utilized										
Gender Issue/GAD Mandate	GAD Activity	2024 Targets	GAD Activity	GAD Budget	2025 Targets	GAD Activity	GAD Budget	2026 Target	GAD Activity	GAD Budget
PCSO external stakeholders have little awareness on GAD and gender mainstreaming efforts of the agency.	Conduct of Basic GAD Orientation and Safe Spaces Act for PCSO External Clients	2024 GAD Training Plan for PCSO external clients developed; number of GAD trainings/sessions developed and implemented for 2023/2024/2025...	1. Maintenance of PCSO official website and facebook account;	Php600,000.00 Php360,000.00	2024 GAD Training Plan for PCSO external clients developed; number of GAD trainings/sessions developed and implemented for 2023/2024/2025...	1. Provision of GAD handouts and tokens; 2. creation of AVP regarding GAD awareness;	Php1 Million			
PCSO external stakeholders have little awareness on GAD and gender mainstreaming efforts of the agency.	Conduct of Basic GAD Orientation and Safe Spaces Act for PCSO External Clients	2024 GAD Training Plan for PCSO external clients developed; number of GAD trainings/sessions developed and implemented for 2023/2024/2025...	2. Postings at the GAD corner;	Php600,000.00 Php360,000.00	2024 GAD Training Plan for PCSO external clients developed; number of GAD trainings/sessions developed and implemented for 2023/2024/2025...	1. Provision of GAD handouts and tokens; 2. creation of AVP regarding GAD awareness;	Php1 Million			
PCSO external stakeholders have little awareness on GAD and gender mainstreaming efforts of the agency.	Conduct of Basic GAD Orientation and Safe Spaces Act for PCSO External Clients	2024 GAD Training Plan for PCSO external clients developed; number of GAD trainings/sessions developed and implemented for 2023/2024/2025...	3. ToT for PSDD Personnel;	Php600,000.00 Php360,000.00	2024 GAD Training Plan for PCSO external clients developed; number of GAD trainings/sessions developed and implemented for 2023/2024/2025...	1. Provision of GAD handouts and tokens; 2. creation of AVP regarding GAD awareness;	Php1 Million			
PCSO external stakeholders have little awareness on GAD and gender mainstreaming efforts of the agency.	Conduct of Basic GAD Orientation and Safe Spaces Act for PCSO External Clients	2024 GAD Training Plan for PCSO external clients developed; number of GAD trainings/sessions developed and implemented for 2023/2024/2025...	4. Inclusion of GAD awareness in the training module for lotto operators;	Php600,000.00 Php360,000.00	2024 GAD Training Plan for PCSO external clients developed; number of GAD trainings/sessions developed and implemented for 2023/2024/2025...	1. Provision of GAD handouts and tokens; 2. creation of AVP regarding GAD awareness;	Php1 Million			

		implemented for 2023/2024/2025...			implemented for 2023/2024/2025...					
GFP members have limited awareness and appreciation on GAD	Basic GAD Orientation for GFPS and staff	at least 2 Gender Sensitivity trainings held (1 for staff, 1 for top management)	1. Conduct of GST and GMEF	Php500,000.00	at least 2 Gender Sensitivity trainings held (1 for staff, 1 for top management)	1. Conduct of HGDG and GAD Planning and Development;	Php500,000.00			
There is limited awareness on ASH/Safe Spaces in the workplace among employees	Training of CODI on ASH	1 Anti-Sexual Harassment Action Plan developed; 1 ASH M&E Report submitted to GFPS and CODI; 100% utilization of Anti-Sexual Harassment Action Plan Budget	1. Conduct of training for CODI; 2. Conduct of orientation for PCSO employees on ASH; 2. Development of CODI Action Plan;	Php250,000.00	1 Anti-Sexual Harassment Action Plan developed; 1 ASH M&E Report submitted to GFPS and CODI; 100% utilization of GAD Budget	1. Continuing education/training on CODI; 2. Continuing education/training for PCSO employees in on ASH; 3. Submission of monitoring and evaluation report; 4. Implementation of Anti-Sexual Harassment Action Plan;	Php250,000.00	1 Anti-Sexual Harassment Action Plan developed; 1 ASH M&E Report submitted to GFPS and CODI; 100% utilization of GAD Budget	1. Continuing education/training on CODI; 2. Continuing education/training for PCSO employees in on ASH; 3. Submission of monitoring and evaluation report; 4. Implementation of Anti-Sexual Harassment Action Plan;	Php250,000.00
GFPs have limited capacity to perform their role	Training of GFPS on GAD Planning and Budget	1 GPB Training-Workshop held; 2024 GAD Plan developed	1. Conduct of workshop for the GAD Plan;	Php250,000.00	1 GPB Training-Workshop held; 2024 GAD Plan developed	1. Conduct of workshop for the GAD Plan; 2. Crafting of GAD Plan and Budget for 2025	Php250,000.00	1 GPB Training-Workshop held; 2024 GAD Plan developed	1. Conduct of workshop for the GAD Plan; 2. Crafting of GAD Plan and Budget for 2025	Php250,000.00

GFPs have limited capacity to perform their role	Training of GFPS on GAD Planning and Budget	1 GPB Training-Workshop held; 2024 GAD Plan developed	2. Crafting of GAD Plan and Budget for 2024	Php250,000.00	1 GPB Training-Workshop held; 2024 GAD Plan developed	1. Conduct of workshop for the GAD Plan; 2. Crafting of GAD Plan and Budget for 2025	Php250,000.00	1 GPB Training-Workshop held; 2024 GAD Plan developed	1. Conduct of workshop for the GAD Plan; 2. Crafting of GAD Plan and Budget for 2025	Php250,000.00
GFPs experience difficulty in monitoring the gender mainstreaming efforts of PCSO	Orientation of GFPS on Knowledge Management on GAD	1 KM on GAD Activity spearheaded; 1 KM on GAD Action Plan/Policy developed	1. Training on Knowledge Management;	Php250,000.00	1 GPB Training-Workshop held; 2024 GAD Plan developed	Development of GAD Action Plan;	Php250,000.00	1 GPB Training-Workshop held; 2024 GAD Plan developed	1. Development of GAD Action Plan;	Php250,000.00
GFPs experience difficulty in monitoring the gender mainstreaming efforts of PCSO	Orientation of GFPS on Knowledge Management on GAD	1 KM on GAD Activity spearheaded; 1 KM on GAD Action Plan/Policy developed	2. Development of GAD Action Plan;	Php250,000.00	1 GPB Training-Workshop held; 2024 GAD Plan developed	Development of GAD Action Plan;	Php250,000.00	1 GPB Training-Workshop held; 2024 GAD Plan developed	1. Development of GAD Action Plan;	Php250,000.00
GFPs experience difficulty in monitoring the gender mainstreaming efforts of PCSO	Conduct of Regular GFPS Meetings	4 Quarterly Meetings; 1 GAD AR developed; 1 GAD Plan developed	1. Conduct of GFPS Meeting every quarter;	Php25,000.00	4 Quarterly Meetings; 1 GAD AR developed; 1 GAD Plan developed	1. Conduct of GFPS Meeting every quarter; 2. Submission of quarterly AR;	Php25,000.00	4 Quarterly Meetings; 1 GAD AR developed; 1 GAD Plan developed	1. Conduct of GFPS Meeting every quarter; 2. Submission of quarterly AR;	Php25,000.00
GFPs experience difficulty in monitoring the gender mainstreaming efforts of PCSO	Conduct of Regular GFPS Meetings	4 Quarterly Meetings; 1 GAD AR developed; 1 GAD Plan developed	2. Submission of quarterly AR;	Php25,000.00	4 Quarterly Meetings; 1 GAD AR developed; 1 GAD Plan developed	1. Conduct of GFPS Meeting every quarter; 2. Submission of quarterly AR;	Php25,000.00	4 Quarterly Meetings; 1 GAD AR developed; 1 GAD Plan developed	1. Conduct of GFPS Meeting every quarter; 2. Submission of quarterly AR;	Php25,000.00

PCSO stakeholders have little awareness on GAD and gender mainstreaming efforts of the agency.	Setting up and maintenance of physical GAD Corner	1 GAD Corner updated every quarter	n/a	n/a	1 GAD Corner updated every quarter	n/a	n/a	1 GAD Corner updated every quarter	1. Identification of GAD Corner at the Main Office	Php200,000.00
MCW Section 36 (Sex disaggregated database)	Collection and Maintenance of GAD Database for External Clients	1 Database on Beneficiaries of PCSO institutionalized programs;	1. c/o of GOAL 1 (Policy on GAD External Clients Database); 2. Institutionalization of GAD Database for External Clients	Php500,000.00	1 Database on Beneficiaries of PCSO institutionalized programs;	1. Implementation/Use/Maintenance of External Clients Database; 2. Conduct of Gender Analysis	Php500,000.00	1 Database on Beneficiaries of PCSO institutionalized programs;	1. Maintenance of External Clients Database; 2. Conduct of Gender Analysis	Php500,000.00
MCW Section 36 (Sex disaggregated database)	Collection and Maintenance of GAD Database for Internal Clients	1 Database on Beneficiaries of PCSO institutionalized programs;	1. c/o of GOAL 1 (Policy on GAD External Clients Database); 2. Institutionalization of GAD Database for Internal Clients	Php500,000.00	1 Database on Beneficiaries of PCSO institutionalized programs;	1. Implementation/Use/Maintenance of Internal Clients Database; 2. Conduct of Gender Analysis	Php500,000.00	1 Database on Beneficiaries of PCSO institutionalized programs;	1. Maintenance of Internal Clients Database; 2. Review and analysis of GAD Database	Php500,000.00
GFPS experiences difficulty in monitoring the gender mainstreaming efforts of PCSO	Operations of the GAD Office	1 GAD Center set up and maintained; x number of job order staff hired	1. Hiring of GAD Office personnel	Php720,000.00	1 GAD Center set up and maintained; x number of job order staff hired	1. Maintenance of GAD office	Php720,000.00	1 GAD Center set up and maintained; x number of job order staff hired	1. Maintenance of GAD office	Php720,000.00

PCSO has no pool of speakers on GAD	Conduct of training of trainers on GAD (Office-wide)	1 Learning and Development for the Trainers	1. Identification of participants for the ToT; 2. Conduct of ToT	Php500,000.00	1 Learning and Development for the Trainers	1. Creation of pool of trainers 2. Conduct of training for officials and employees	Php500,000.00	1 Learning and Development for the Trainers	1. Obtain PCW Certification for PCSO Trainers	Php750,000.00
-------------------------------------	--	---	---	---------------	---	---	---------------	---	---	---------------

GAD Goal No. 4: Enhanced gender responsiveness of PCSO Programs and Services												
Gender Issue/ GAD Mandate	Cause of Gender Issue	GAD OUTCOME/ RESULT STATEMENT	INDICATOR	GAD Objective	Major Final Output/ Program	GAD Activity	2024 Targets	GAD Activity	GAD Budget	2025 Targets	GAD Activity	2026 Target
RA 6949 (National Women's Month)*	Stakeholders have limited awareness on women's contributions in nation-building	IEC MATERIALS	Presence of IEC Materials in all departments and branches offices of PCSO; live broadcast in lotto draws, social media or hub	PCSO stakeholders have increased awareness on women's contributions in nation-building	Production of IEC Materials	Participation in the National Women's Month Celebration	1 Women's Month activity held; number of pax	Production of IECs	P100,000.00	1 Women's Month activity held; number of pax	Distribution of IECs	Distribution of IECs in institutions such as, prison, home for the aged, home for CICL, orphanages
			Photo and AVP entries					Conduct of contest for production of IEC materials	P50,000.00		Slogan Contest	Distribution of hygiene kits, malong, sanitary napkins, contraceptives, and food packs
			Attendance of participants					Orientation of internal stakeholders	P200,000.00		Deepening of knowledge of internal stakeholders	
								Printing and distribution of statement shirts on VAWC Campaign	P600,000.00		Distribution of GAD merchandise e.g. hats, umbrella, t-shirts etc	Distribution of GAD merch e.g. caps, umbrellas, t-shirts
PD 10386 (18-Day Campaign)	PCSO stakeholders have limited awareness	Knowledgeable awareness of stakeholders	Photos and video of participants and audience	PCSO stakeholders have increased	Increased awareness of	Participation in the 18-day Campaign to End VAW	at least 1 18-day Campaign to End	Motorcade	P30,000.00 per branch	at least 1 18-day Campaign to End	Motorcade in the Branch Offices from	

to End VAW)	on Violence Against Women and Children		of the motorcade on Day 1/ kick off of 18-day Campaign to End VAW	awareness on Violence Against Women	stakeholders		VAWC activity held; number of pax			VAWC activity held; number of pax	different areas	
								Printing and distribution of statement shirts on VAWC Campaign			Printing and distribution of statement shirts	
PCSO programs are not assessed on their impact on gender		Available data for different programs	Board-approved Revised IRR/Guidelines	Establishment of GAD databank	Programs assessed, improved and monitored	Conduct of gender impact assessment		Monitoring of each program				
								Data banking of collected data	P250,000.00 per program			
GFPS and technical staff have limited capacity to mainstream GAD perspectives in regular programs	GFPS is newly reconstituted	Enhanced knowledge of GFPS	Attendance of participants	GFPS and technical staff have increased capacity to mainstream GAD perspectives in regular programs and projects	Increased number of mainstreamed programs and activities	Training of GFPS and Technical Staff on Harmonized GAD Guidelines (1st workshop: Project Development Stage and 2nd Workshop:	at least 5 Programs assessed and attributed to the 2023 GAD AR; at least - Program/project assessed and attributed	Conduct of orientation and trainings for internal stakeholders;	P300,000.00 to P500,000.00 per event per 3-day session	Conduct of workshops for mainstreaming	Expansion of data banking to other programs	

and projects						PIMME Stage)	to the 2024 GAD Plan (2 HGDG Workshops held every year)					
--------------	--	--	--	--	--	--------------	---	--	--	--	--	--