

**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT  
FY 2014**

<b>Reference:</b> Direct Encoding (No GPB in database)			
<b>Organization:</b> Philippine Veterans Affairs Office		<b>Organization Category:</b> National Government, Attached Agency	
<b>Organization Hierarchy:</b> Department of National Defense, Philippine Veterans Affairs Office			
<b>Total Budget/GAA of Organization:</b>	372,463,000.00		
<b>Actual GAD Expenditure</b>	3,218,375.82	<b>Original Budget</b>	2,970,000.00
		<b>% Utilization of Budget</b>	108.36
<b>% of GAD Expenditure:</b>	0.86%		

	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Remarks
	1	2	3	4	5	6	7	8	9	11	12
<b>CLIENT-FOCUSED ACTIVITIES</b>											



	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Remarks
	1	2	3	4	5	6	7	8	9	11	12
1	Insufficient information campaign and advocacy on PVAO GAD Programs, activities and projects to pensioners, beneficiaries, claimants, external stakeholders (legislators, line agencies of national government, LGUs)	Insufficient information materials on GAD issues and concerns of veterans and their dependents	To provide information on the role of women in the nation's war history.  To widen appreciation of GAD concepts, issues and concerns among the external and internal clients of PVAO	MFO: MFO1 Adminis-tration of Veterans Pension and Benefit Program  MFO: MFO2 Preservation and Development Services for Military Shrines	Publication of a book on women heroes of the Liberation Movement or partners of distinguished heroes/AFP leaders.	1 book published, 1,000 copies - by Q4	Drafted a book entitled Untold Story of Filipino Women in the Resistance Movement'.	500,000.00 GAA	453,294.00 GAA	Veterans Management and Historical Division and Strategic Communication	Variance of P46,706 is attributed to lower consumption of supplies and materials expense.



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2	Insufficient information campaign and advocacy on PVAO GAD Programs, activities and projects to pensioners, beneficiaries, claimants, external stakeholders (legislators, line agencies of national government, LGUs)	Insufficient information materials on GAD issues and concerns of veterans and their dependents.	To provide information on the role of women in the nation's war history.  To widen appreciation of GAD concepts, issues and concerns among the external and internal clients of PVAO.	MFO: MFO1 Administration of Veterans Pension and Benefit Program  MFO: MFO2 Preservation and Development Services for Military Shrines	Production and distribution of IEC materials such as news magazines, flyers and brochures on GAD-related topics such as on eliminating VAW, gender and family relations, and on gender responsive laws and policies to veteran organizations and the veteran-clientele nationwide.	1. At least four (4) GAD write-ups by Q4 in the Bulletin/Magazine 2. Production and publication of flyers, brochures and handouts. 3. Setting up of GAD exhibits as campaign materials during the celebration of the National Women™s Month and the 18-Day Campaign to End VAW.-by Q4	1. Two (2) bulletin/ magazines issued by 1st and 2nd Semesters. 2. Produced and distributed various IEC materials such as: Primer on CBL for VFP Handbook on Veterans Benefits PVAO Brochure PVAO Info Updates and other GAD related materials. 3. Photo exhibits was set up last November 25, 2014 in line with the DND-Wide simultaneous launching of the 18-Day Campaign to End VAW.	250,000.00 GAA	1,142,326.00 GAA	Veterans Management and Historical Division and Strategic Communication	Variance of P(904,729.48) attributed to printing cost of various IEC materials and handbooks.



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3	Insufficient information campaign and advocacy on PVAO GAD Programs, activities and projects to pensioners, beneficiaries, claimants, external stakeholders (legislators, line agencies of national government, LGUs)	Insufficient information materials on GAD issues and concerns of veterans and their dependents	To provide information on the role of women in the nation's war history.  To widen appreciation of GAD concepts, issues and concerns among the external and internal clients of PVAO.	MFO: MFO1 Administration of Veterans Pension and Benefit Program  MFO: MFO2 Preservation and Development Services for Military Shrines	Conduct of free movie screening on gender- sensitive films.	At least two (2) special movie screening on gender-sensitive films -by Q4.	Two (2) VAWC movies have been shown last November 21 & 28, 2014 entitled Boses and Baler.A total of 204 PVAO employees and clients attended the film screenings.	50,000.00 GAA	62,403.48 GAA	Veterans Management and Historical Division and Strategic Communication	
4	Lack of maintenance of sex-disaggregated data and a gender-responsive information system	Low level of awareness on the importance of sex-disaggregated data as one of the key factors in the formulation of GAD plans and programs	To maintain and update sex-disaggregated data of: (1) employees (2) veteran-clientele (3) student-wards	MFO: MFO1 Administration of Veterans' Pension and Benefits Program	Enhancement and maintenance of the following sex-disaggregated database on: (1) employees (2) veteran-clientele and their dependents (3) beneficiaries of PVAO benefits and programs.	No. of reports on sex-disaggregated data prepared on PVAO employees, Veteran-clientele and their dependentsbeneficiariesof PVAO benefits and programs. - Once a Month	Updatingof sex-disaggregated data of employees, veterans and their dependents at least once a month.	100,000.00 GAA	603,864.00 GAA	Administrative Division and Management and Information Division	Variance of P(503,864) attributed to the salary of two (2) personnel in charge in updating the SDD of employees and pensioners.

**ORGANIZATION-FOCUSED ACTIVITIES**



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5	Absence of Gender Audit system.	No established system on monitoring and assessment of relative progress on gender mainstreaming, to include the identification of critical gaps and challenges on GAD Activities.	To assess PVAO's progress on gender mainstreaming.	MFO: General Administration and Support Services	Attendance to DND-Wide GAD Audit Orientation Seminar.	No. of training conducted No. of attendees/beneficiaries.  Conduct Gender Audit.	Three (3) PVAO GFPS members attended the DND-Wide GAD Audit Orientation Seminar last June 10-11, 2014.  Non	75,000.00 GAA  25,000.00 GAA	10,043.40 GAA  0.00 GAA	Administrative Division	Variance of P64,956.00.00 attributable to non conduct of in-house Training on GAD Audit Seminar. Non conduct of gender Audit due to lack of material time.
6	Lack of GAD capacity development programs.	Low-level of awareness of personnel on gender sensitivity, gender responsiveness and other gender concerns.  Non-familiarity of personnel on GAD-related laws, issuances, and policies related to the protection of women and children in conflict areas, peace and security	To ensure that PVAO personnel are gender sensitive and responsive in dealing with internal and external clients  To provide for continuing education on GAD, updating and enhancing skills of the PVAO GFPS and other officials and employees.  To increase awareness on laws, policies, issuances and programs on women's rights and concerns.	MFO: General Administration and Support Services	Gender Sensitivity Training for PVAO officials and employees.	2 GST: Attendance: 80 PVAO Officials and Employees - Male (20) Female (60) - by Q4	The GST was conducted in two (2) batches on 14 March and 26 March 2014. A total of 72 officials and employees of PVAO attended the GST.	600,000.00 GAA	79,779.53 GAA	Administrative Division, GFPS, Legal Affairs Division	



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7	Lack of GAD capacity development programs.	<p>Low-level of awareness of personnel on gender sensitivity, gender responsiveness and other gender concerns</p> <p>Non-familiarity of personnel on GAD-related laws, issuances, and policies related to the protection of women and children in conflict areas, peace and security.</p>	<p>To ensure that PVAO personnel are gender sensitive and responsive in dealing with internal and external clients</p> <p>To provide for continuing education on GAD, updating and enhancing skills of the PVAO GFPS and other officials and employees.</p> <p>To increase awareness on laws, policies, issuances and programs on women's rights and concerns</p>	MFO: General Administration and Support Services	Attendance to DND-Wide GAD Basic Gender Sensitivity Training Seminar.	2 GST conducted: Attendance: 80 PVAO Officials and Employees - Male (20) Female (60) -by Q4	Two (2) employees attended the DND-Wide GAD Basic Gender Sensitivity Training Seminar last July 1-3, 2014 at the OASPER Multi-Purpose Center, DND.	0.00 GAA	4,459.50 GAA	Administrative Division	Attribution of salaries of two (2) employees attended the 3-Day training.



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8	Lack of GAD capacity development programs.	<p>Low-level of awareness of personnel on gender sensitivity, gender responsiveness and other gender concerns</p> <p>Non-familiarity of personnel on GAD-related laws, issuances, and policies related to the protection of women and children in conflict areas, peace and security</p>	<p>To ensure that PVAO personnel are gender sensitive and responsive in dealing with internal and external clients</p> <p>To provide for continuing education on GAD, updating and enhancing skills of the PVAO GFPS and other officials and employees</p> <p>To increase awareness on laws, policies, issuances and programs on women's rights and concerns</p>	MFO: General Administration and Support Services	<p>Attendance to DND-Wide GAD Talks on the Role of Men to eliminate VAW, Awareness of the Basic HIV Disease, and Promotion of Health and Wellness in the Workplace, Promoting Stress Free Lifestyles in the Workplace How to Develop Healthy Working Environment Financial Stability and Resource Management and Talks on Men Opposed to Violence Against Women (MOVE) GAD Laws &amp; Sexual Harassment Series of Promoting Health and Wellness in the Workplace.</p>	2 GST conducted: Attendance: 80 PVAO Officials and Employees - Male (20) Female (60) -by Q4	<p>Five (5) PVAO personnel attended the DND-Wide GAD Talks on the Role of Men to eliminate VAW, Awareness of the Basic HIV Disease, and Promotion of Health and Wellness in the Workplace last July 22-24, 2014 How to Develop Healthy Working Environment Financial Stability and Resource Management last September 17-19, 2014 and Talks on Men Opposed to VAW (MOVE) GAD Laws &amp; Sexual Harassment Series of Promoting Health and Wellness in the Workplace last Nov 26 to 28, 2014.</p>	0.00 GAA	25,223.10 GAA	Administrative Division	Attribution of salaries of five (5) employees attended the 3-Day training. Supplies and Materials, PS-Attribution of salaries of five (6) employees attended the DND-Wide Seminars.



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9	Lack of GAD capacity development programs.	<p>Low-level of awareness of personnel on gender sensitivity, gender responsiveness and other gender concerns</p> <p>Non-familiarity of personnel on GAD-related laws, issuances, and policies related to the protection of women and children in conflict areas, peace and security</p>	<p>To ensure that PVAO personnel are gender sensitive and responsive in dealing with internal and external clients</p> <p>To provide for continuing education on GAD, updating and enhancing skills of the PVAO GFPS and other officials and employees</p> <p>To increase awareness on laws, policies, issuances and programs on women's rights and concerns</p>	MFO: General Administration and Support Services	Attendance to the Quezon City National Women's Month Kick-Off Activity.	No. of activities attended No. of personnel who participated in the activities. - by Q1	Ten (10) PVAO official and employees attended the Quezon City Kick-Off Activity last March 03, 2014 at the Quezon City Hall.	0.00 GAA	11,218.60 GAA	Administrative Division	Supplies and Materials, Meals, and PS-Attribution of salaries of ten (10) employees attended the Quezon City Kick-Off Activity





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10	Lack of GAD capacity development programs.	<p>Low-level of awareness of personnel on gender sensitivity, gender responsiveness and other gender concerns</p> <p>Non-familiarity of personnel on GAD-related laws, issuances, and policies related to the protection of women and children in conflict areas, peace and security</p>	<p>To ensure that PVAO personnel are gender sensitive and responsive in dealing with internal and external clients</p> <p>To provide for continuing education on GAD, updating and enhancing skills of the PVAO GFPS and other officials and employees</p> <p>To increase awareness on laws, policies, issuances and programs on women's rights and concerns</p>	MFO: General Administration and Support Services	Attendance to the Human Womens Symbol Formation	At least 4 activities attended/participated by officials and employees - by Q4	Fifty (50) PVAO official and employees participated to the Human Women's Symbol Formation conducted by PCW last March 08, 2014 at the Quirino Grandstand, Manila.	0.00 GAA	41,439.00 GAA	Administrative Division	Supplies and Materials, Meals, and PS-Attribution of salaries of fifty (50) employees attended the said activity



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11	Lack of GAD capacity development programs.	Low-level of awareness of personnel on gender sensitivity, gender responsiveness and other gender concerns  Non-familiarity of personnel on GAD-related laws, issuances, and policies related to the protection of women and children in conflict areas, peace and security	To ensure that PVAO personnel are gender sensitive and responsive in dealing with internal and external clients  To provide for continuing education on GAD, updating and enhancing skills of the PVAO GFPS and other officials and employees  To increase awareness on laws, policies, issuances and programs on women's rights and concerns	MFO: General Administration and Support Services	GAD Advocacy talks of the following well known GADvocates: Hon. Maria Leonor G. Robredo, Representatives, 3rd District Camarines Sur Hon Cynthia A. Villlar, Senator of the Philippines Atty. Elizabeth A. Pangalangan, Professor of the UP College of Law and Dir. Noreen Boots Gocon-Gragasin , Director, CSC, during Flag Ceremonies and Special Execom Meetings.	At least 4 activities attended/participatedby officials and employees -by Q4	Four (4) well known GADvocates have talked during the Flag Ceremonies held last March 10 February 17 July 21 December 01, 2014 held at the PVAO Covered Court and PVAO Conference Room in line with the 2014 Celebration of the National Women's Monthand the Observance of the 18-Day Campaign to End Violence Against Women.	0.00 GAA	42,000.00 GAA	Administrative Division	Supplies and Materials, Tarpaulins and Meals



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12	Lack of GAD capacity development programs.	<p>Low-level of awareness of personnel on gender sensitivity, gender responsiveness and other gender concerns</p> <p>Non-familiarity of personnel on GAD-related laws, issuances, and policies related to the protection of women and children in conflict areas, peace and security</p>	<p>To ensure that PVAO personnel are gender sensitive and responsive in dealing with internal and external clients</p> <p>To provide for continuing education on GAD, updating and enhancing skills of the PVAO GFPS and other officials and employees</p> <p>To increase awareness on laws, policies, issuances and programs on women's rights and concerns</p>	MFO: General Administration and Support Services	Participation in the nationwide launching of the National Women's Month Celebration and the 18-Day Campaign to End VAW 2014.	At least 4 activities attended/participated by officials and employees -by Q4	PVAO participated in the nationwide launching of the National Women's Month Celebration and the 18-Day Campaign to End VAW 2014 last March 10 and November 25, 2014 at the PVAO Covered Court.	0.00 GAA	106,090.00 GAA	Administrative Division	Supplies and Materials, Meals and Tarpaulins



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13	Lack of GAD capacity development programs.	<p>Low-level of awareness of personnel on gender sensitivity, gender responsiveness and other gender concerns</p> <p>Non-familiarity of personnel on GAD-related laws, issuances, and policies related to the protection of women and children in conflict areas, peace and security</p>	<p>To ensure that PVAO personnel are gender sensitive and responsive in dealing with internal and external clients</p> <p>To provide for continuing education on GAD, updating and enhancing skills of the PVAO GFPS and other officials and employees</p> <p>To increase awareness on laws, policies, issuances and programs on women's rights and concerns</p>	MFO: General Administration and Support Services	Conduct of various activities during the National Women's Month Celebration and the Observance of the 18-Day Campaign to End VAW 2014 for PVAO employees and clients.	At least 4 activities attended/participated by officials and employees -by Q4	PVAO conducted various activities such as: Effective Parenting Financial Literacy GADvocacy on health and wellness for PVAO employees, veterans, surviving spouses and their dependents Set-up legal assistance desk for Solo Parents and VAW victims during the National Women's Month and 18-Day Campaign to End VAW last March 20 and December 01, 2014 at the PVAO Covered Court.	0.00 GAA	119,063.75 GAA	Administrative Division	Supplies and Materials, Meals, Tarpaulin, PS-attribution of forty (40) employees participated in the event



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14	Lack of GAD capacity development programs.	<p>Low-level of awareness of personnel on gender sensitivity, gender responsiveness and other gender concerns</p> <p>Non-familiarity of personnel on GAD-related laws, issuances, and policies related to the protection of women and children in conflict areas, peace and security</p>	<p>To ensure that PVAO personnel are gender sensitive and responsive in dealing with internal and external clients</p> <p>To provide for continuing education on GAD, updating and enhancing skills of the PVAO GFPS and other officials and employees</p> <p>To increase awareness on laws, policies, issuances and programs on women's rights and concerns</p>	MFO: General Administration and Support Services	Setting-up of Legal Assistance Desk for PVAO Personnel and Clients, Health and Wellness Fair for PVAO clients and employees and Attendance to the 2014 Walk to End VAW/Kick-off activity conducted by PCW.	At least 4 activities attended/participated by officials and employees -by Q4	<p>Provided legal advised on gender-based issues and concerns to PVAO employees and Clients during the National Women's Month Celebration and the 18-Day Campaign to End VAW conducted at the PVAO Covered Court last March 20 &amp; December 01, 2014. A total of 1,642 counts (Women's Month = 971, 18-Day Campaign = 671) who have participated/availed of the various activities/services conducted during the National Women's Months Celebration and the 18-Day Campaign to End VAW 2014. And Fifteen (15) PVAO employees attended the 2014 Walk to End VAW/Kick-off activity conducted last 25 November 2014 at the Quezon Memorial Circle.</p>	0.00 GAA	236,925.00 GAA	Administrative Division	Supplies and Materials, Meals, and PS-Attribution of salaries of four (4) employees who served as legal consultants during the said activity



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15	Lack of GAD capacity development programs.	<p>Low-level of awareness of personnel on gender sensitivity, gender responsiveness and other gender concerns</p> <p>Non-familiarity of personnel on GAD-related laws, issuances, and policies related to the protection of women and children in conflict areas, peace and security</p>	<p>To ensure that PVAO personnel are gender sensitive and responsive in dealing with internal and external clients</p> <p>To provide for continuing education on GAD, updating and enhancing skills of the PVAO GFPS and other officials and employees</p> <p>To increase awareness on laws, policies, issuances and programs on women's rights and concerns</p>	MFO: General Administration and Support Services	Attendance to the Photo Exhibit and Movie Screening of the indie film entitled In Nomine Matris.	At least 4 activities attended/participated by officials and employees -by Q4	Seven (7) PVAO employees attended the Photo Exhibit and Movie Screening last March 25, 2014 at the NDCP.	0.00 GAA	6,394.60 GAA	Administrative Division	Supplies and Materials, Snacks, and PS- Attribution of salaries of seven (7) employees who attended the Photo Exhibit and Movie Screening.



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16	Lack of GAD capacity development programs.	<p>Low-level of awareness of personnel on gender sensitivity, gender responsiveness and other gender concerns</p> <p>Non-familiarity of personnel on GAD-related laws, issuances, and policies related to the protection of women and children in conflict areas, peace and security</p>	<p>To ensure that PVAO personnel are gender sensitive and responsive in dealing with internal and external clients</p> <p>To provide for continuing education on GAD, updating and enhancing skills of the PVAO GFPS and other officials and employees</p> <p>To increase awareness on laws, policies, issuances and programs on women's rights and concerns</p>	MFO: General Administration and Support Services	Conducted ZUM-VAW for a better health and fitness of PVAO clients and Employees.	At least 4 activities attended/participated by officials and employees -by Q4	A total of 684 counts who have attended the thirty seven (37) ZUM-VAW sessions from January to December 2014 which were held at the PVAO Covered Court.	0.00 GAA	65,102.18 GAA	Administrative Division	



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17	Lack of GAD capacity development programs.	<p>Low-level of awareness of personnel on gender sensitivity, gender responsiveness and other gender concerns</p> <p>Non-familiarity of personnel on GAD-related laws, issuances, and policies related to the protection of women and children in conflict areas, peace and security</p>	<p>To ensure that PVAO personnel are gender sensitive and responsive in dealing with internal and external clients</p> <p>To provide for continuing education on GAD, updating and enhancing skills of the PVAO GFPS and other officials and employees</p> <p>To increase awareness on laws, policies, issuances and programs on women's rights and concerns</p>	MFO: General Administration and Support Services	Conduct of Seminar-Workshop on Violence Against Women and Children (VAWC)	Training/seminar attended by 40 officials/employees and 40 on Gender mainstreaming -by Q2	The Seminar-Workshop on VAWC was conducted last December 01, 2014. A total of 40 PVAO employees attended the workshop.	100,000.00 GAA	33,187.84 GAA	Administrative Division	Variance of 66,812.16 attributed to only one seminar conducted by Q4.





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18	Lack of GAD capacity development programs.	<p>Low-level of awareness of personnel on gender sensitivity, gender responsiveness and other gender concerns</p> <p>Non-familiarity of personnel on GAD-related laws, issuances, and policies related to the protection of women and children in conflict areas, peace and security</p>	<p>To ensure that PVAO personnel are gender sensitive and responsive in dealing with internal and external clients</p> <p>To provide for continuing education on GAD, updating and enhancing skills of the PVAO GFPS and other officials and employees</p> <p>To increase awareness on laws, policies, issuances and programs on women's rights and concerns</p>	MFO: General Administration and Support Services	Attendance to the symposium on End VAW Now! Its our Duty	Gender Mainstreaming -by Q2	Three (3) PVAO employees attended the symposium last December 4, 2014 at the NDCP.	0.00 GAA	0.00 GAA	Administrative Division	



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19	Lack of GAD capacity development programs.	<p>Low-level of awareness of personnel on gender sensitivity, gender responsiveness and other gender concerns</p> <p>Non-familiarity of personnel on GAD-related laws, issuances, and policies related to the protection of women and children in conflict areas, peace and security</p>	<p>To ensure that PVAO personnel are gender sensitive and responsive in dealing with internal and external clients</p> <p>To provide for continuing education on GAD, updating and enhancing skills of the PVAO GFPS and other officials and employees</p> <p>To increase awareness on laws, policies, issuances and programs on women's rights and concerns</p>	MFO: General Administration and Support Services	Attendance to HGDG workshop for GAD APB 2015	Gender Analysis -by Q4	Two (2) PVAO employees attended the HGDG workshop last December 05, 2014.	300,000.00 GAA	1,611.33 GAA	Administrative Division	Variance of 298,388.67 attributed to non conduct of in-house seminar on HGDG.



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20	Lack of GAD capacity development programs.	<p>Low-level of awareness of personnel on gender sensitivity, gender responsiveness and other gender concerns</p> <p>Non-familiarity of personnel on GAD-related laws, issuances, and policies related to the protection of women and children in conflict areas, peace and security</p>	<p>To ensure that PVAO personnel are gender sensitive and responsive in dealing with internal and external clients</p> <p>To provide for continuing education on GAD, updating and enhancing skills of the PVAO GFPS and other officials and employees</p> <p>To increase awareness on laws, policies, issuances and programs on women's rights and concerns</p>	MFO: General Administration and Support Services	Conduct of Seminar on GAD Planning and Budgeting in Harmonized Gender and Development Guidelines (HGDDG)	GAD Planning and Budgeting -by Q3	Twenty four (24) officials and employees attended the Seminar on GAD Planning and Budgeting in HGDDG last 28, 30 April and 02 May 2014 at the OASPER Multi-Purpose Center, DND.	300,000.00 GAA	103,554.05 GAA	Administrative Division	Variance of 189,925.65 attributed to lower amount of various activities expenses.



	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Remarks
	1	2	3	4	5	6	7	8	9	11	12
21	Lack of GAD capacity development programs.	<p>Low-level of awareness of personnel on gender sensitivity, gender responsiveness and other gender concerns</p> <p>Non-familiarity of personnel on GAD-related laws, issuances, and policies related to the protection of women and children in conflict areas, peace and security</p>	<p>To ensure that PVAO personnel are gender sensitive and responsive in dealing with internal and external clients</p> <p>To provide for continuing education on GAD, updating and enhancing skills of the PVAO GFPS and other officials and employees</p> <p>To increase awareness on laws, policies, issuances and programs on women's rights and concerns</p>	MFO: General Administration and Support Services	Attendance to GAD Planning and Budgeting Forum for National Gov't. Agencies conducted by PCW.	GAD Planning and Budgeting -by Q3	Two (2) employees attended the GAD Planning and Budgeting Forum for National Government Agencies (NGAs) conducted by PCW last October 10, 2014 at the PDC Auditorium COA.	0.00 GAA	4,908.70 GAA	Administrative Division	Attribution of salaries of two (2) official/ employees attended the Forum last October 10, 2014.



	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Remarks
	1	2	3	4	5	6	7	8	9	11	12
22	Lack of GAD capacity development programs.	<p>Low-level of awareness of personnel on gender sensitivity, gender responsiveness and other gender concerns</p> <p>Non-familiarity of personnel on GAD-related laws, issuances, and policies related to the protection of women and children in conflict areas, peace and security</p>	<p>To ensure that PVAO personnel are gender sensitive and responsive in dealing with internal and external clients</p> <p>To provide for continuing education on GAD, updating and enhancing skills of the PVAO GFPS and other officials and employees</p> <p>To increase awareness on laws, policies, issuances and programs on women's rights and concerns</p>	MFO: General Administration and Support Services	DND-Wide GAD Annual GAD Planning and Budgeting FY 2016 with HGDG Seminar-Workshop	GAD Planning and Budgeting -by Q3	Two (2) employees attended the DND-Wide GAD Planning and Budgeting Workshop last December 5, 2014 at the DND.	0.00 GAA	1,611.60 GAA	Administrative Division	Attribution of salaries of two (2) employees attended the workshop.



	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Remarks
	1	2	3	4	5	6	7	8	9	11	12
23	Lack of GAD capacity development programs.	<p>Low-level of awareness of personnel on gender sensitivity, gender responsiveness and other gender concerns</p> <p>Non-familiarity of personnel on GAD-related laws, issuances, and policies related to the protection of women and children in conflict areas, peace and security</p>	<p>To ensure that PVAO personnel are gender sensitive and responsive in dealing with internal and external clients</p> <p>To provide for continuing education on GAD, updating and enhancing skills of the PVAO GFPS and other officials and employees</p> <p>To increase awareness on laws, policies, issuances and programs on women's rights and concerns</p>	MFO: General Administration and Support Services	Conduct of seminar on CEDAW, Magna Carta of Women, UNSCRs 1325 and 1820 and national laws and policies related to women, peace and security and Attendance to the Consultative Meeting/Writeshop on DND-Wide National Action Plan	2 seminars Attendance of 100 PVAO Officials and Employees (Male (50) Female (50) -by Q4	One (1) PVAO official attended the Consultative Meeting/Writeshop on DND-Wide NAP last February 20, 2014 at the DND.	300,000.00 GAA	1,388.05 GAA	Administrative Division	Variance of 298,611.95 attributed to non-conduct of in-house Seminar on various laws on GAD.



	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Remarks
	1	2	3	4	5	6	7	8	9	11	12
24	Need for the adoption and implementation of more gender-responsive GAD Plan and Budget.	Lack of internal policies to make the GAD Plan and Budget more gender responsive.	To review and evaluate office policies on gender issues and concerns on the implementation of the previous year's GAD Plan and Budget.  To formulate a more responsive GAD Plan and Budget for the succeeding year	MFO: MFO1 Administration of Veterans' Pension and Benefits Program.  MFO: MFO2 Preservation and Development Services for Military Shrines.	Conduct evaluation of the previous year's GAD Plan and Budget and prepare FY 2013 GAD Accomplishment Report.	Review and evaluation of FY 2013 GPB completed. - by Q1	Eight (8) members of the PVAO GAD Focal Point and Secretariat attended the meeting/workshop on GMEF last September 19, 2014.	10,000.00 GAA	9,507.96 GAA	GFPS	Variance of 20492.04 attributed to lower cost of workshop expense.
25	Need for the adoption and implementation of more gender-responsive GAD Plan and Budget.	Lack of internal policies to make the GAD Plan and Budget more gender responsive.	To review and evaluate office policies on gender issues and concerns on the implementation of the previous year's GAD Plan and Budget  To formulate a more responsive GAD Plan and Budget for the succeeding year	MFO: MFO1 Administration of Veterans' Pension and Benefits Program  MFO: MFO2 Preservation and Development Services for Military Shrines	Conduct of Meeting/Workshop on the Accomplishment of the Gender Mainstreaming Evaluation Framework (GMEF) Evaluation Forms.	FY 2013 GAD Accomplishment Report prepared -by Q1	Prepared the GAD Accomplishment Report for FY 2013 before end of Q1.	20,000.00 GAA	0.00 GAA	GFPS	



	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Remarks
	1	2	3	4	5	6	7	8	9	11	12
26	Need for the adoption and implementation of more gender-responsive GAD Plan and Budget.	Lack of internal policies to make the GAD Plan and Budget more gender-responsive	To review and evaluate office policies on gender issues and concerns on the implementation of the previous year's GAD Plan and Budget  To formulate a more responsive GAD Plan and Budget for the succeeding year	MFO: MFO1 Administration of Veterans' Pension and Benefits Program  MFO: MFO2 Preservation and Development Services for Military Shrines	Conduct of Meeting/Workshop on GMMS and Preparation of the 2016 GAD Plan and Budget for 2016.	At least one (1) meeting per Quarter and Conduct of GAD Planning and Budgeting Workshop for 2016 -by Q1	Six employees attended the Workshop on GIMMS and Preparation of the 2016 GAD Plan and Budget in compliance with the PCW directives last 28 November 2014 at the PVAO Conference Room.	40,000.00 GAA	12,312.35 GAA	GFPS	Variance of P27687.65 attributed to the lower cost of workshop expense.





	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Remarks
	1	2	3	4	5	6	7	8	9	11	12
27	Lack of capacity of the GAD Focal Point System to implement gender mainstreaming efforts.	Lack of the necessary skills, training and competencies of the GFPS and top level officials to ensure that gender is integrated in all aspects of the agency's work.	To strengthen the GFPS in leading the gender mainstreaming efforts of the Agency GFPS together with the GAD TWG and GAD Secretariat to facilitate and coordinate with GAD activities and monitor its GAD Plan and Budget.	MFO: MFO1 Administration of Veterans' Pension and Benefits Program  MFO: MFO2 Preservation and Development Services for Military Shrines	Continuing systematic capability building for the GFPS, GAD TWG, GAD Secretariat and top officials Attendance to the Meeting/Orientation on Gender Mainstreaming Monitoring System (GIMMS) Attendance to the DND Meeting on GMEF Organizational Assessment Questionnaire and GMEF Evaluation Form. Preparation of the 2016 GAD Plan and Budget and 2014 Accomplishment Report.	Two (2) Seminar-Workshops/Trainings on GAD for GFPS,TWG, Secretariat and top officials. - by Q4  Agency FY 2016 GAD Plan and Budget approved and endorsed - by Q1	Increased the level of competency of the PVAO GAD Focal Point on Gender And Development (GAD). Two (2) PVAO personnel attended the meeting/orientation on GIMMS last November 20, 2014 at the DND. One (1) PVAO Official attended the meeting on GMEF last September 15, 2014 at the DND.  Formulation of a more responsive GAD Plan and Budget for 2016.	300,000.00 GAA	40,667.80 GAA	Administrative Division and GFPS	Variance of 259332.2 attributed to lower cost of various meetings expenses
<b>SUB-TOTAL</b>								2,970,000.00	3,218,375.82	GAA	
<b>TOTAL</b>								2,970,000.00	3,218,375.82		

<b>Prepared By:</b>	<b>Approved By:</b>	<b>Date</b>
		04/11/2016



