

**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT
FY 2015**

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| Reference: Direct Encoding (No GPB in database) | | | |
| Organization: Philippine Veterans Affairs Office | | Organization Category: National Government, Attached Agency | |
| Organization Hierarchy: Department of National Defense, Philippine Veterans Affairs Office | | | |
| Total Budget/GAA of Organization: | 374,983,000.00 | | |
| Actual GAD Expenditure | 7,405,576.62 | Original Budget | 9,148,669.00 |
| | | % Utilization of Budget | 80.95 |
| % of GAD Expenditure: | 1.97% | | |

| | 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 |
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| CLIENT-FOCUSED ACTIVITIES | | | | | | | | | | | |



| | 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 |
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| | 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 and recognize the role of women in the nation's war history | MFO: MFO2 Preservation and Development Services for Military Shrines | Recognition/awarding of women veterans | No. of women veterans recognized/awarded | 6 women veterans were given recognition by PVAO as of December 2015 during the following commemorations:Victory at Bessang Pass, Victory at Kiangang and 149th Birth Anniversary of Ricartain Batac, Ilocos Norte. | 750,000.00 GAA | 541,600.00 GAA | Veterans Management and Historical Division | Variance of P208,400 is due to few number of women awardee |
| 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 widen appreciation of GAD concepts, issues and concerns among the external and internal clients of PVAO | MFO: General Administration and Support Services | Production and distribution of IEC materials such as news magazines, flyers, posters, primers, manuals, hand-outs 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. | At least four (4) GAD write-ups by Q4 in the PVAO Bulletin/Magazine by Q2 | Two (2) GAD write-up prepared for 1st Semester:1)Empowering Women Clientele and Employees2)Former DOLE Chief Pays Tribute to Nameless, Faceless Heroes | 320,000.00 GAA | 328,000.00 GAA | VAMD and Stratcom | Variance of P8,000.00 attributed to amount of supplies and materials |



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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 widen appreciation of GAD concepts, issues and concerns among the external and internal clients of PVAO | MFO: MFO1 Administration of Veterans' Pension and Benefits Program | Setting-up of Help Desk for Women during Medical Missions | At least 8 Medical Missions -by Q 4 in various areas outside the agency | Conducted seven (7) Medical Missions in the following places: Veterans Center , CGEA, Q.C. -Jan. 23, 2015, Pampanga -Feb. 27, 2015, Trese Martirez Cavite -March 24, 2015, Tanay Rizal -May 27, 2015, Imus, Cavite -June 24, 2015, E. Aguinaldo Cavite -Sept 30, 2015 and Makati City Oct. 30, 2015.Total number of veterans and beneficiaries participated in the Medical Missions 953 persons (714 veterans and 239 -women beneficiaries).Increased awareness of clients/ beneficiaries of basic health services and GAD programs enforcing women's rights. | 60,000.00 GAA | 122,850.00 GAA | VAMD | Variance of P62,850 to more personnel involved in the conduct of survey in view of the target of 500 respondents for FY 2015 |



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| 4 | 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 widen appreciation of GAD concepts, issues and concerns among the external and internal clients of PVAO | MFO: General Administration and Support Services | Maintenance of PVAO GAD website | Uploading of GAD articles in the PVAO GAD website | Uploading of GAD articles in the PVAO GAD website:3 articles and 1 infographic.Uploading of PVAO GAD activities and photos in the GAD Facebook page, which obtained 100likes and garnered positive comments indicating wide appreciation of GAD among internal and external clients. | 60,000.00 GAA | 63,600.00 GAA | Management and Information Division | Variance of P3,600 attributed to amount of supplies and materials. |
| 5 | 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 widen appreciation of GAD concepts, issues and concerns among the external and internal clients of PVAO | MFO: General Administration and Support Services | Maintenance and improvement of GAD corners in all offices | GAD corners maintained - At least forty (40) | Maintained forty (40) GAD corners in the PVAO Main office, Field Service Extension Offices and Shrine Units nationwide. Increased level of awareness of PVAO employees and clients on laws, policies, issuances and programs on women's rights and concerns through GAD corners. | 120,000.00 GAA | 120,000.00 GAA | Administrative Division and GFPS | |



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| 6 | 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 an improved GAD Learning Resource Center | MFO: General Administration and Support Services | Upgrading of the existing GAD Resource Center into a GAD Multi-media Learning Resource Center | Procurement of equipment and GAD reference materials (Plasma TV, Speakers and DVD Player) -by Q2 | Procured equipment and fixtures for the GAD Office:TV, Speakers,DVD Player, cabinets, and among others. | 100,000.00 GAA | 100,000.00 GAA | Administrative Division and GFPS | |
| 7 | 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 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) PVAO employees (2) Veteran-clientele and their dependents (3) beneficiaries of PVAO benefits and programs | Enhanced sex-disaggregated databases on PVAO employees.Veterans and their dependents and Beneficiaries of PVAO Benefits and Programs - by Q4 | Procured IT equipments, supplies & materials used in updating the SDD. | 500,000.00 GAA | 220,100.00 GAA | Administrative Division and Management and Information Division | Variance of 179,900 is due to lack of material time to procure specific IT equipments to be used for SDD |



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| 8 | 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 and recognize the role of women in the nation's war history | MFO: MFO2 Preservation and Development Services for Military Shrines | Maintenance of database of Filipino heroes | 1 book published by Q4 - 1000 copies | Maintenance of database of Filipina Heroes for book publication.As of December 2015, there are 11 Filipina heroes in the database | 100,000.00 GAA | 100,000.00 GAA | Veterans Management and Historical Division | PS Attribution of salary of Four (4) personnel who served as researchers and writers in drafting the book. |
| 9 | 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 and recognize the role of women in the nation's war history | MFO: MFO2 Preservation and Development Services for Military Shrines | Printing and dissemination of publication on GAD concerns | 1 magazine by Q4 - 1000 copies | Four (4) bulletin/magazines issued by Q4 20,000 copies.Increased level of knowledge and awareness of readers on the role of Filipina heroes during WWII and other GAD related articles published in PVAO magazines. | 400,000.00 GAA | 481,400.00 GAA | Veterans Management and Historical Division | Variance of P81,400.00 is attributed to lower printing cost |



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| 10 | 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 and recognize the role of women in the nation's war history | MFO: MFO2 Preservation and Development Services for Military Shrines | Information dissemination on roles of war women heroes | 2 Reports/Briefings by Q4 - 1000 copies | Information Dissemination on Roles of War Women Heroes: Symposium on the Images of Valor and Victory, and prepared the after activity report. Increased level of awareness of participants on the role of war women heroes during WWII. | 500,000.00 GAA | 410,554.07 GAA | Veterans Management and Historical Division | Variance of P89,445.93 due to lower amount of symposium expense |
| 11 | 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 widen appreciation of GAD concepts, issues and concerns among the external and internal clients of PVAO | MFO: General Administration and Support Services | Production and distribution of IEC materials such as news magazines, flyers, posters, primers, manuals, hand-outs 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. | Production and publication of flyers, brochures and handouts | Production and publication of four(4) Flyers/Brochures/Handouts: Veterans Benefits & Services Updates on Veterans Benefits & Other Services Handbook on Veterans Benefits and Handbook on Code of Conduct by Q4 | 200,000.00 GAA | 578,600.00 GAA | VAMD and Stratcom | Variance of P378,600 attributed to printing cost of four (4) information materials and salary of 12 personnel who served as researchers and writers. |



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| 12 | 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 proinform and recognize the role of women in the nation's war history | MFO: Presentation and Development Services for Military shrines | Production and distribution of IEC materials such as news magazines, flyers, posters, primers, manuals, hand-outs 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. | Setting up of GAD exhibits during the celebration of Women's Month and 18-Day Campaign to end VAW | Setting up of GAD exhibit during the Kabisig Philippine Government Expo and Trade Fair 2015 and coincides with the 18-Day Campaign to End Violence Against Women (VAW) 2015 | 150,000.00 GAA | 158,600.00 GAA | VAMD and Stratcom | Variance of P8,600.00 attributed to amount of supplies and materials |
| 13 | 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 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) PVAO employees (2) Veteran-clientele and their dependents (3) beneficiaries of PVAO benefits and programs | Enhanced sex-disaggregated databases on PVAO employees.Veterans and their dependents and Beneficiaries of PVAO Benefits and Programs - by Q4 | Updating of sex-disaggregated data of employees, veterans and their dependents at least once a month. | 358,344.00 GAA | 603,864.00 GAA | Administrative Division and Management and Information Division | PS Attribution of salary of Two (2) personnel who updated the sex-disaggregated data of employees, veterans and their beneficiaries amount to P603,864.00 Variance of P245,520.00 attributed to the salary of two (2) personnel in charge in updating the SDD of employees and clients |



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| 14 | Lack of awareness on gender issues and concerns of women pensioners | Insufficient relevant gender, related data on women pensioners | To adequately address the gender issues and concerns of women pensioners to better improve their status in life | MFO: MFO1 Administration of Veterans' Pension and Benefits Program | Conduct of coordinating meetings with veterans organization and surviving spouses for the incorporation of gender-responsive provisions in their mandates. | Conduct of at least four (4) coordinating meetings with surviving spouses and veterans organizations. | Four (4) coordinating meetings with veterans organization were conducted last January 24, 2015 May 21, 2015 July 1 & 15, 2015, Attended by 50 surviving spouses/women pensioners. Women organization (PAWSPO) was affiliated with the Veterans Federation of the Philippines and ratified by the supreme council meeting with other veterans organizations. | 100,000.00 GAA | 100,000.00 GAA | VAMD | Supplies and materials, meals and PS attribution of salary of twenty-six (26) personnel who attended the meeting |



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| 15 | Lack of awareness on gender issues and concerns of women pensioners | Insufficient relevant gender, related data on women pensioners | To adequately address the gender issues and concerns of women pensioners to better improve their status in life | MFO: MFO1 Administration of Veterans' Pension and Benefits Program | Conduct of coordinating meetings with veterans organization and surviving spouses for the incorporation of gender-responsive provisions in their mandates. | Conduct of at least four (4) coordinating meetings with surviving spouses and veterans organizations. | Attendance to various activities conducted by Gold Star Mothers and United War Widows & Orphans Assoc. of the Phils, Inc. Phil. Assoc of War Widows Parents & Orphans, Inc. & Phil. Assoc of soldiers Widows Parents and Orphans, Inc | 100,000.00 GAA | 34,450.00 GAA | Veterans Affairs Management Division | Supplies and materials, meals and PS attribution of salary of twenty-four (24)personnel who attended various activities of women pensioners and beneficiaries Variance of P65,550 because of the death of Presidents (Jan 2015 & Apr 2015) placed the GSMUWWPOAPI in "active' status (no activities held for the org.) PAWWPO is also being reorganized due to death of their President last Oct. 2014 |
| 16 | Lack of awareness on gender issues and concerns of women pensioners | Insufficient relevant gender, related data on women pensioners | To adequately address the gender issues and concerns of women pensioners to better improve their status in life | MFO: MFO1 Administration of Veterans' Pension and Benefits Program | Conduct of survey for surviving spouses to surface gender issues and concerns and their socio-economic status. | Conduct of at least four (4) schedules of survey for surviving spouses with 500 target respondents. | Conducted survey to surviving spouses to surface gender issues and concerns and their socio-economic status during the seven (7) medical missionsconducted in different places. | 100,000.00 GAA | 133,960.00 GAA | Veterans Affairs Management Division | Varianceof P33,960 attributed to more personnel were involved in manning the women's desk and conduct of survey |



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| 17 | Insufficient access of women and men pensioners to gender sensitive health benefits. | Low awareness on available gender responsive health programs and services for pensioners. | To provide women and men pensioners access to a more comprehensive health information/education including health-related facilities | MFO: Administration of Veterans' Pension and Benefits Program | Conduct of information /education campaign and training programs on women's health to include maternal and child care, prevention and management of female reproductive and gynecological disorders care of the elderly females, promotion of women's mental health. | 2 seminars / trainings and other realated activities. -by Q4 | ConductedAlay Kalinga at Paglilingkod:A Health and Wellness Activity for veterans/surviving spouse/womens pensioners and beneficiaries last September 18, 2015.A total of1,900availments in varioushealth and wellness services during the events at the PVAO Compound, Camp General Emilio Aguinaldo, Quezon City | 50,000.00 GAA | 293,270.00 GAA | Administrative Division and GFPS | Variance of P243,270 attributed to the Health and Wellness services provided for internal and external clients during the activity. |
| ORGANIZATION-FOCUSED ACTIVITIES | | | | | | | | | | | |
| 18 | Lack of capacity of the GAD Focal Point System to implement gender mainstreaming efforts. | Absence of GAD support personnel who will work full time on the GAD program | To assist GFPS in research and policy dev't on GAD including documentation of best practices on GAD | MFO: General Administration and Support Services | Hiring of personnel (COS) to manage the GAD Monitoring and Management System (GMMS) and to perform other GAD related tasks. | One GAD personnellhired at P15,000.00/mo. | One GAD personnellhired at P15,000.00/mo. | 180,000.00 GAA | 189,000.00 GAA | Administrative Division | Variance of P9,000 attributed to PS salary of COS personnel hired last October to December 2015 with a higher rate of salary |
| 19 | Lack of capacity of the GAD Focal Point System to implement gender mainstreaming efforts. | Lack of equipment to facilitate the work on GAD | To increase the organization's efficiency in gender mainstreaming. | MFO: General Administration and Support Services | Provision of support to the PVAO GAD Office | PVAO GAD office set up (Procurement of computers and office equipment and supplies) -by Q3 | Procured computers and office equipment, supplies and materials for the PVAO GAD office | 50,000.00 GAA | 50,000.00 GAA | Administrative Division | |



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| 20 | 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 management to implement gender mainstreaming efforts. | To strengthen the GFPS, GAD TWG and Secretariat and support personnel in the formulation, implementation and monitoring of GAD Plan and Budget | MFO: General Administration and Support Services | Continuing systematic capability building of the GFPS, GAD TWG and Secretariat and top management | Regular GFPS meetings | Conducted four (4) meetings participated by PVAO GPFS, officials, heads of primary units and other technical staff where policy formulation and assessment/review of the agency's current policies and programs with reference to priority needs or concerns of women are discussed | 100,200.00 GAA | 100,200.00 GAA | Administrative Division and GFPS | Supplies and materials, meals and PS attribution of salary of seventeen (17) PVAO officials/ supervisors and technical staff who attended the meeting |
| 21 | Low level of gender awareness among PVAO personnel including top management. | Lack of gender trainings | To ensure that PVAO personnel are gender sensitive and responsive in dealing with internal and external clients | MFO: General Administration and Support Services | Conduct of GST for officials and employees (to include personnel assigned in Field Service Extension Offices (FSEO) and Shrines Units | At least 40% of employees have attended GST trainings with 98% attendance rate -by Q4 | Gender Sensitivity Training conducted last December 9-10, 2015 attended by forty personnel (male-20 and female-20).Increased the awareness of the employees and top management with regard to gender issues and concerns. | 500,000.00 GAA | 98,100.00 GAA | Administrative Division | Training expense and PS-attribution of salary of forty (40) personnel who attended the GST (35 participants and 5 training/admin staff) Variance of P401, 900.00 is due to the non-conduct of GST to FSEO's and Shrines Units personnel due to lack of material time. |



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| 22 | Low level of gender awareness among PVAO personnel including top management. | Lack of Gender Trainings | To provide for continuing education on GAD, updating and enhancing skills of the PVAO GFPS and other officials and employees while enabling them to establish networks and linkages with other GAD-oriented groups | MFO: General Administration and Support Services | Conduct of activities to celebrate Women's Month | Specialized trainings/seminars. Increase to 10% on the number of gender aware and sensitive employees | 1) Six (6) well known GADvocates as GOHS during Mondays Flag Ceremonies: Increased the knowledge of PVAO Officials and employees on the opportunities and challenges in the implementation of GAD programs in other agencies and other sectors of society. | 200,000.00 GAA | 174,575.00 GAA | Administrative Division | Variance of P25,425.00 attributed to the amount of supplies and materials and PS attribution of salary of personnel who participated in the activity. |
| 23 | Low level of gender awareness among PVAO personnel including top management. | Lack of Gender Trainings | To provide for continuing education on GAD, updating and enhancing skills of the PVAO GFPS and other officials and employees | MFO: General Administration and Support Services | Showing of gender sensitive films. | Gender themed films shown Number of female and male viewers Random reaction from viewers | Gender sensitive films shown such as "Baler" last March 26, 2015 with 50 attendees (Male 28, Female 22) during the Women's Month celebration and December 11, 2015 entitled "My House Husband" with 50 attendees (Male 18, Female 32) during 18-Day Campaign to End VAW. The viewers increased awareness of therole of men and women in the community and increased sensitivity to the gender issues. | 35,000.00 GAA | 35,000.00 GAA | Administrative Division/HRD | |



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| 24 | Low level of gender awareness among PVAO personnel including top management. | Lack of involvement in other GAD activities | To provide for continuing education on GAD, updating and enhancing skills of the PVAO GFPS and other officials and employees | MFO: General Administration and Support Services | Participation in the nationwide launching of the National Women's Month celebration. | Actual activities joined by PVAO personnel Number of male and female participants and their feedbacks | 25 Employees participated in the National Women's Day Program & Simultaneous Nationwide Street Dancing Activity last March 8, 2015 conducted by PCW. Contributed to the promotion of GAD and the National Women's Day | 25,125.00 GAA | 25,125.00 GAA | Administrative Division/HRD | |
| 25 | Non-familiarity of personnel on GAD-related laws, issuances, and policies related to the protection of women and children including in areas of conflict | Lack of Training/Orientation on GAD-related laws, policies and programs on women's and children's rights and other concerns | To increase awareness on laws, policies, issuances and programs on women's rights and concerns | MFO: General Administration and Support Services | Conduct of seminars on international and national GAD-related laws and policies related to women, peace and security | Seminar/training completed No. of female and male participants New knowledge, attitude and skills gained by participants -by Q3 | Attendance to Conference on South East Asian women's/Gender Studies conducted by UP last July 30-31 July 2015 (3 PVAO employees).Whereby learnings and insights were gained on gender studies laws, policies and various programs for women and children in South East Asian countries. | This activity was not included in the 0.00 GAA | 23,811.30 GAA | Administrative Division | |
| 26 | Non-familiarity of personnel on GAD-related laws, issuances, and policies related to the protection of women and children including in areas of conflict | Lack of Training/Orientation on GAD-related laws, policies, issuances and programs on women's and children's rights and other concerns | To increase awareness on laws, policies, issuances and programs on women's rights and concerns | MFO: General Administration and Support Services | Conduct of seminars on international and national GAD-related laws and policies | Seminar/training completed No. of female and male participants New knowledge, attitude and skills gained by participants - by Q4 | Conducted Seminar on RA 9262 "Anti-Violence Against Women and Children (VAWC)". Attended by 40 PVAO personnel. Increased the level of knowledge and attitude on the provision of Anti-VAWC | 0.00 GAA | 52,000.00 GAA | Administrative Division | |



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| 27 | GAD Mandate: MCW Rule VI, Institutional Mechanisms -At the end of the fiscal period, all government agencies shall submit to PCW their GAD Accomplishment Reports including the utilization of the GAD budget. | Lack of system/venue for reviewing and evaluating the implementation of the agency's GAD plan. | To make PVAO a more gender-responsive organization. | MFO: General Administration and Support Services | Conduct evaluation of the previous year's GAD Plan and Budget and prepare FY 2015 GAD Accomplishment Report | Review and evaluation of FY 2015 GPB completed -by Q1 | 2015 GAD accomplishment report | 10,000.00 GAA | 12,100.00 GAA | Administrative Division | Supplies and Materials, PS Attribution of salary of six (6) members of the GFPS who attended the review and evaluation of the 2015 GAD accomplishment and personnel who prepared the 2014 Agency's Annual GAD Accomplishment Report Variance of P2,100.00 attributed to the amount of Supplies and Materials |
| 28 | GAD Mandate: MCW Rule VI, Institutional Mechanisms -At the end of the fiscal period, all government agencies shall submit to PCW their GAD Accomplishment Reports including the utilization of the GAD budget. | Lack of orientation on the Gender and Development Programs | To make PVAO a more gender-responsive organization. | MFO: General Administration and Support Services | Conduct of GAD Meeting by the GFPS. | At least one (1) meeting - per Quarter | Conducted nine (9) meetings participated by PVAO GPFS, officials , heads of primary units and other technical staff.Increased the awareness ofPVAO GFPS on the various GAD issues and concerns ofemployees and clients. | 90,000.00 GAA | 140,200.00 GAA | Administrative Division | Supplies and Materials, Meals and PS-Attribution of salary of seventeen (17) PVAO officials/supervisors and technical staff who attended the meeting. Variance of P50,200.00 attributed to supplies and materials and PS-salary of 17 personnel who attended the meeting. |



| | 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 |
| 29 | MCW Sec. 22. Right to Decent Work. The State shall further ensure support services that will enable women to balance their family obligations and work responsibilities . | Lack of support systems and intervention programs to address the gender concerns and issues of PVAO employees and women. | To support employees in handling problems related to work and family | MFO: General Administration and Support Services | Conduct parenting and child-rearing seminars | 2 seminars with 98% attendance -by Q4 | Parenting and Child-Rearing Seminar conducted last December 8, 2016, 1:00 pm - 5:00 pm, attended by 36 personnel. | 100,000.00 GAA | 36,600.00 GAA | Administrative Division | Variance of 63,400 is due to only 1 seminar was conducted by Q4 for lack of material time. |
| 30 | GAD Mandate: MCW Rule VI, Institutional Mechanisms - All agencies, offices, bureaus and other government instrumentalities shall formulate their annual GAD Plans, Programs and Budgets within the context of their mandate. | Lack of orientation on the Gender and Development Programs | To make PVAO a more gender-responsive organization. | MFO: General Administration and Support Services | Conduct of GAD Planning and Budgeting Workshop by the GAD Focal Point System | 2017 GAD Planning and Budgeting Workshop conducted -by Q4 | 2017 GAD Plan and Budget Proposal crafted for submission to PCW | 180,000.00 GAA | 159,839.00 GAA | Administrative Division and GFPS | PS Attribution of salary of Two (2) PVAO GAD Secretariat members who assisted in the preparation of the GAD Accomplishment Report Variance of P20,161.00 attributed to the amount of supplies and materials |



| | 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 |
| 31 | Presidential Proclamation 1172, "Declaring November 25 to December 12 of every year as the 18-day campaign to end Violence Against Women" | Non-familiarity of personnel on GAD-related laws, issuances, policies and programs on the elimination of VAW | To increase awareness on laws, policies, issuances and programs on women's rights and concerns. | MFO: General Administration and Support Services | Conduct of activity for the 18-day campaign to end VAW | At least one (1) activity - by Q4 | Activities conducted/attended during the 18-Day Campaign to End Violence Against Women (VAW) 2015 such as: 18-Day Campaign to End VAW Kick-off Activity Assembly of anti-VAW Advocacy Supporters conducted by PCW PVAO launching day of the 18-day campaign to end VAW with GAD exhibit. Increased level of awareness of employees on laws, issuances, policies and programs on the elimination of VAW. | 51,000.00 GAA | 51,000.00 GAA | Administrative Division | Supplies and materials, meals and PS-attribution of salary of sixty (60) PVAO personnel who participated in the said activities. |
| 32 | Proclamation No. 227 "Providing for the observance of the month of March as Women's Role in History Month" signed by former President Corazon C. Aquino on March 17, 1988. | Non-familiarity of personnel on GAD-related laws, issuances, policies and programs on the elimination of VAW | To increase awareness on laws, policies, issuances and programs on women's rights and concerns. | MFO: General Administration and Support Services | Conduct of activity for the National Women's month | At least one (1) activity with 98% attendance rate- by Q4 | 2015 National Women's Month Celebration Activities conducted: Health and Wellness Fair 2015 last March 19, 2015. Attended by 300 PVAO clients and employees who availed of various services on health and wellness. Contributed in the effort to promote GAD advocacy, particularly on health and wellness of PVAO employees and clients | 250,000.00 GAA | 232,000.00 GAA | Administrative Division/HRD | Supplies and materials, meals and PS-attribution of salary of forty (40) PVAO personnel who participated in the said activities. Variance of P18,000.00 is attributed to lower amount of expenses for the said activities. |



| | 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 |
| 33 | Republic Act 9710 "Magna Carta of Women" and RA 10354 "The Responsible Parenthood and Reproductive Health Act of 2012". | Inadequate capacity of the agency to initiate GAD programs/interventions. | Ensuring the employee's capability in handling health and wellness issues and concerns | MFO: General Administration and Support Services | Conduct of activities for health and wellness | At least two (2) seminars/activities with 98% attendance - by Q4 | Seminar on health care for women a.)Attendance to the DND-Wide GAD Seminar on How to Develop Healthy Working Environment and Solutions to our Health and Fitnesslast May 28-29, 2015. b.) Conducted the Lecture on Health Care for Women on 27 October 2015. Attended by fifty (50) PVAO personnel and clients. c.) Conducted the Seminar on Reproductive Health Rights last March 18, 2015, participated by 40 PVAO employees and clients. | 149,000.00 GAA | 69,400.00 GAA | Administrative Division/HRD | Variance of 57,000 attributed to lower cost of supplies and materials for the various activities attended |
| 34 | Low level of appreciation of women's potential for leadership | Lack of gender trainings related to women's leadership | Increased recognition of women's potentials for leadership | MFO: General Administration and Support Services | Attendance to seminar on women leadership | Two seminar-workshops on women's leadership -by Q4 | Forum on Women in Leadership, Power and Decision Making:Why Women? Why No? Why You?, attended by five (5) participants last March 24, 2015. Increased level of awareness of employees on laws, policies, issuances and programs on women's rights and leadership. | 10,000.00 GAA | 9,778.25 GAA | Administrative Division and GFPS | Forum fee and PS-Attribution of salary of five (5) PVAO personnel who attended the forum Variance of P221.25 attributed ot PS-salary of employees who participated to the various activities conducted. |



| | 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 |
| 35 | Inadequate institutional capacity for gender mainstreaming | Lack of training/orientation on gender mainstreaming capacity | To strengthen institutional capacity for gender mainstreaming | MFO: General Administration and Support Services | Attendance to DND-initiated capacity building seminar in GAD | Seminar/training completed No. of female and male participants New knowledge, attitude and skills gained by participants- by Q4 | In compliance to DND invitation, PVAO have participated DND Wide GAD Policy Review and Formulation GAD Office Structure and Function Seminar -Workshop last July 1 & 3, 2015. Increased knowledge on the importance of institutionalizing GAD by defining the structure and functions of the GAD office. | 400,000.00 GAA | 21,600.00 GAA | Administrative Division | |
| 36 | Lack of comprehensive information on the extent, progress, and critical gaps in the agency's gender mainstreaming. | No established system for monitoring and audit of the agency's gender mainstreaming efforts. | To strengthen the organization's capacity for gender mainstreaming. | MFO: General Administration and Support Services | Training of the GFPS members on gender audit and/or GMEF Tool | Completion of Gender Audit -by Q4 | Conducted a Seminar-Workshop on Using Gender Mainstreaming Evaluation Framework (GMEF) Tool on Organizational Assessment last March 24-25, 2015. Attended by 20 members of the GFPS and selected technical staff. Enhanced skill in understanding and analyzing gender policies, tools and concepts, and formulating and implementing GAD programs and projects. PVAO is level 2 in GMEF assessment. | 100,000.00 GAA | 110,000.00 GAA | Administrative Division and GFPS | Seminar expense and PS-attribution of 23 employees who attended the workshop and those who served as training staffs during the activity Variance of P10, 000 attributed to PS for the 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 |
| 37 | Low level of gender awareness and inadequate competency related to GAD | Lack of awareness raising and capability building on GAD among top management and rank-and-file | To provide for continuing education on GAD, updating and enhancing skills of the PVAO GFPS and other officials and employees | MFO: General Administration and Support Services | Attendance in various GAD-related seminars/activities organized by PVAO and/or other government agencies, private institutions, and NGOs such as on GAD Planning and Budgeting and Gender Analysis | Conduct of GAD Planning and Budgeting and Gender Analysis - by Q4 | Conducted the Seminar-Workshop on the Formulation of a PVAO GAD Strategic Plan and Application of the Harmonized Gender and Development Guidelines (HGDD) last December 17-18, 2015. Attended by 24 PVAO personnel. | 100,000.00 GAA | 110,000.00 GAA | Administrative Division | variance of 10,000 attributed to PS-salary of personnel who attended the workshop. |
| 38 | Inadequate capability for gender mainstreaming among top management and rank-and-file personnel | Lack of capability building activities and exposure to other organizations implementing GAD | To provide for continuing education on GAD, updating and enhancing skills of the PVAO GFPS and other officials and employees while enabling them to establish networks and linkages with other GAD-oriented groups | MFO: General Administration and Support Services | Participation in activities of MOVE (Men Opposed to Violence Against Women Everywhere) | 2 MOVE activities supported | Attendance to the DND Wide GAD Engaging Men Opposed to Violence Against Women Everywhere (MOVE) to Prevent VAW. | 50,000.00 GAA | 14,400.00 GAA | Administrative Division | Variance of 35,600 is due to lack of material time to schedule activities for the MOVE. |
| ATTRIBUTED PROGRAM | | | | | | | | | | | |
| 39 | | | | | PVAO Education and Training Program (PET) | | | 2,600,000.00 GAA | 1,300,000.00 GAA | Administrative Division | Project design is gender-responsive Project Management, monitoring and evaluation is gender-sensitive |
| SUB-TOTAL | | | | | | | | 9,148,669.00 | 7,405,576.62 | GAA | |
| TOTAL | | | | | | | | 9,148,669.00 | 7,405,576.62 | | |



| Prepared By: | Approved By: | Date |
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