

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2016**

Sequence No.: 2016-002724				
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:	376,538,000.00			
Total GAD Budget	6,348,344.00	Primary Sources	6,348,344.00	
		Other Sources	0.00	
% of GAD Allocation:	1.69%			

	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office
	1	2	3	4	5	6	7	8	9
CLIENT-FOCUSED ACTIVITIES									
1	Lack of recognition of Philippine Women Heroes	Limited information on women heroes and lack of dissemination of available information.	To increase information and recognize the contributions of women in the nation's war history	MFO: MFO2 Preservation and Development Services for Military Shrines	Giving of recognition to women veterans during commemorative events.	Ten (10) Women Veterans recognized/awarded - by Q4	750,000.00	GAA	Veterans Memorial and Historical Division



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2	Lack of recognition of Philippine Women Heroes	Limited information on women heroes and lack of dissemination of available information.	To increase information and recognize the contributions of women in the nation's war history	MFO: MFO2 Preservation and Development Services for Military Shrines	Publication of books, magazines and reports as well as presentation briefings on women heroes of the Liberation Movement or partners of distinguished heroes/AFP Leaders.	1 book and 2 magazines published - 1,000 copies each by Q4	750,000.00	GAA	Veterans Memorial and Historical Division
3	Lack of/Low level of awareness and understanding of GAD issues and concerns including legal mandates on GAD among clients-veterans and beneficiaries.	Limited publication of IEC materials Limited campaign or information drive	To widen appreciation of GAD concepts, issues and concerns among the external and internal clients of PVAO	MFO: General Administration and Support Services	Maintenance or improvement of all PVAO GAD corners in the main and field offices.	GAD corners and PVAO GAD websites maintained (Central Office and Field and Extension Offices) - At least 40 GAD corners and at least 2 GAD articles in the PVAO GAD website per Quarter.	75,000.00	GAA	Public Affairs Office (PAO)and GAD Secretariat
4	Lack of/Low level of awareness and understanding of GAD issues and concerns including legal mandates on GAD among clients-veterans and beneficiaries.	Limited publication of IEC materials Limited campaign or information drive	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 GAD Multi-media Learning Resource Center.	Well maintained GAD Multi-media Learning Center with complete/updated GAD reference materials and equipments. - by Q4	100,000.00	GAA	General Service Section and Procurement Section, Admin Division



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5	Lack of/Low level of awareness and understanding of GAD issues and concerns including legal mandates on GAD among clients-veterans and beneficiaries.	Limited publication of IEC materials Limited campaign or information drive	To widen appreciation of GAD concepts, issues and concerns among the external and internal clients of PVAO	PAP: Policy Formulation on Veterans Affairs and Welfare.	Setting-up of Help Desk for Women during Medical Mission and veterans-related engagements with Veterans Fora where GAD-related surveys are done and the conduct of informal orientation on the key role of surviving spouses in the Filipino Veterans Community as prescribed under RA 7192 and 9710 Encourage women to be members of the VFP through charter, affiliate and RVOs.	At least 10 Women's help desk set up during Medical Missions and other veterans-related events Feedback from women who availed of the services	150,000.00	GAA	Veterans Affairs Management Division
6	Lack of/Low level of awareness and understanding of GAD issues and concerns including legal mandates on GAD among clients-veterans and beneficiaries.	Limited publication of IEC materials Limited campaign or information drive	To increase the level of awareness and understanding of PVAO clientele (veterans and their beneficiaries) on GAD concepts, issues, and concerns and laws on women.	MFO: General Administration and Support Services	Setting up of GAD exhibits during Women's Month and 18-Day Campaign to end VAW	One (1) GAD exhibit during the celebration of Women's Month (March) and one (1) GAD exhibit during 18-day Campaign to End VAW (between November 25 to December 12) - One (1) GAD exhibit during the period of activity.	150,000.00	GAA	Public Affairs Office (PAO) and GAD Secretariat



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7	Lack of/Low level of awareness and understanding of GAD issues and concerns including legal mandates on GAD among clients-veterans and beneficiaries.	Limited publication of IEC materials Limited campaign or information drive	To increase the level of awareness and understanding of PVAO clientele (veterans and their beneficiaries) on GAD concepts, issues, and concerns and laws on women.	MFO: General Administration and Support Services	Production of PVAO Bulletin/Magazine with GAD related write ups.	One (1) Bulletin with at least one (1) GAD-related write-ups. The legal mandates will be included in the GAD brochure / leaflet of PVAO's GAD program and in PVAO's regular info materials (eg vignettes in the PVAO Bulletin, infographics for website, etc.) - At least one (1) GAD write-up per quarter.	320,000.00	GAA	Public Affairs Office (PAO) and GAD Secretariat
8	Lack of/Low level of awareness and understanding of GAD issues and concerns including legal mandates on GAD among clients-veterans and beneficiaries.	Limited publication of IEC materials Limited campaign or information drive	To widen appreciation of GAD concepts, issues and concerns among the external and internal clients of PVAO	MFO: General Administration and Support Services	Production of articles on gender sensitivity issues/concerns, and on policies acquired with the exposure to new advocacy materials	At least two (2) GAD-related articles in the website per quarter - At least two (2) GAD-related articles per quarter	75,000.00	GAA	Public Affairs Office (PAO) and GAD Secretariat



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9	Lack of/Low level of awareness and understanding of GAD issues and concerns including legal mandates on GAD among clients-veterans and beneficiaries.	Limited publication of IEC materials Limited campaign or information drive	To increase the level of awareness and understanding of PVAO clientele (veterans and their beneficiaries) on GAD concepts, issues, and concerns and laws on women.	MFO: General Administration and Support Services	Distribution of IEC materials such as flyers and brochures on GAD related topics.	No. of PVAO Bulletins with at least one (1) GAD-related write-up per bulletin. The legal mandates will be included in the GAD brochure / leaflet of PVAO's GAD program and in PVAO's regular info materials (eg vignettes in the PVAO Bulletin, infographics for PVAO website and PVAO official facebook page.) - At least one (1) GAD write-up per quarter.	200,000.00	GAA	Public Affairs Office (PAO) and GAD Secretariat
10	Insufficient information campaign and advocacy on PVAO GAD programs, activities and projects to PVAO external clients	Insufficient information materials on GAD issues and concerns for PVAO external clients	To widen appreciation of GAD concepts, issues and concerns among the external and internal clients of PVAO	MFO: General Administration and Support Services	Production of information, education and communication (IEC) materials	Production of GAD write-ups by the first semester - At least two (2) write-ups by the first semester	200,000.00	GAA	Public Affairs Office (PAO) and GAD Secretariat



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11	Lack of basis for women-specific programs and projects in PVAO	Insufficient relevant gender- related data on women pensioners.	To continuously and adequately address the gender issues and concerns of women pensioners to better improve their status in life.	PAP: Policy Formulation on Veterans Affairs and Welfare.	Conduct of PVAO survey for surviving spouses to surface gender issues and concerns and their socio-economic status.	Six (6) PVAO Surveys conducted by first semester Six (6) Summary Reports on gender issues identified and recommendations on how to address the gender issues completed, presented and submitted to MANCOM- by Q3	100,000.00	GAA	Veterans Affairs Management Division and Admin Division
12	Lack of basis for women-specific programs and projects in PVAO	Insufficient relevant gender- related data on women pensioners.	To continuously and adequately address the gender issues and concerns of women pensioners to better improve their status in life.	PAP: Policy Formulation on Veterans Affairs and Welfare.	Review/ Update PVAO Survey Form	Two (2) sessions to review/update the PVAO Survey Form and submitted for approval - by Q4	50,000.00	GAA	Veterans Affairs Management Division
13	No representation of women (surviving spouses - 75% of the total pensioners) in decision-making body of the Veterans Federation of the Philippines.	Surviving spouses are not aware of their rights and privileges as members of the Filipino Veterans Community and as members of the Veterans Federation of the Philippines (VFP)	To continuously and adequately address the gender issues and concerns of women pensioners to better improve their status in life.	PAP: Policy Formulation on Veterans Affairs and Welfare.	Conduct coordinating meetings with veterans organizations and surviving spouses regarding requirement of law on the representation of women in decision making bodies.	Joint Resolution of the three (3) organizations of surviving spouses and dependents of veterans (2 charter, 1 affiliate) nominating their official representative to the VFP Executive Board. - by Q4	250,000.00	GAA	Veterans Affairs Management Division



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ORGANIZATION-FOCUSED ACTIVITIES									
14	Lack of gender awareness among newly-hired employees	Newly hired employees have not undergone GST	To ensure that newly hired PVAO personnel are gender sensitive and responsive in dealing with internal and external clients.	MFO: General Administration and Support Services	Conduct GST for newly-hired employees (to include personnel assigned in Field Service Extension Offices (FSEO) and Shrines Units.	No. of GSTs conducted No. of personnel who attended the GST.Increased the number of gender aware and gender sensitive employees - Two (2) GST Trainings by Q4 with 60 participants - Male (30) Female (30)	250,000.00	GAA	Administrative Division/HRD
15	Low level of gender awareness and inadequate capability for gender mainstreaming gender among personnel of PVAO	Lack of gender-related trainings	To provide continuing education, update and enhance capabilities for gender mainstreaming	MFO: General Administration and Support Services	Attendance in various GAD-related seminars/activities organized by other gov't. agencies, private institutions and NGO's	Activities/seminars attended No. of female and male participants Improvement of knowledge, attitude and skills of participants relative to gender mainstreaming - At least 2 activities by Q4, and 5 participants per activity	200,000.00	GAA	Administrative Division



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16	Insufficient information to complete assessment of veterans' status	Lack of Sex-disaggregated data	To develop better policies and programs in aid of addressing gender gaps, issues and concerns in the organization and among clients.	MFO: Administration of Veterans' Pension and Benefits Program Policy Formulation on Veterans Affairs and Welfare (new PAP).	Update and maintain sex-disaggregated databases on1. PVAO employees,2. Veteran-clientele and their dependents3. Beneficiaries of PVAO benefits and programs	Updated and maintained sex-disaggregated databases on PVAO employees, Veterans and their dependents and Beneficiaries of PVAO benefits and programs - Available by Q4	858,344.00	GAA	Administrative Division and Management and Information Division
17	Insufficient information to complete assessment of veterans' status	Lack of Sex-disaggregated data	To develop better policies and programs in aid of addressing gender gaps, issues and concerns in the organization and among clients.	MFO: Administration of Veterans' Pension and Benefits Program Policy Formulation on Veterans Affairs and Welfare (new PAP).	Design a survey form that captures all vital information to complete the database (such as sex-disaggregated data, occupation, economic status, veteran affiliation, no. of beneficiaries, etc.)	Customized Survey Form	150,000.00	GAA	Veterans Affairs Management Division
18	Insufficient information to complete assessment of veterans' status	Lack of Sex-disaggregated data	To develop better policies and programs in aid of addressing gender gaps, issues and concerns in the organization and among clients.	MFO: Administration of Veterans' Pension and Benefits Program Policy Formulation on Veterans Affairs and Welfare (new PAP).	Conduct surveys to generate complete database	Conducted two (2) surveys- by Q2	100,000.00	GAA	Veterans Affairs Management Division



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19	Insufficient information to complete assessment of veterans' status	Lack of Sex-disaggregated data	To develop better policies and programs in aid of addressing gender gaps, issues and concerns in the organization and among clients.	MFO: Administration of Veterans' Pension and Benefits Program Policy Formulation on Veterans Affairs and Welfare (new PAP).	Validate data gathered and conduct data analysis	Veteran Database completed and analyzed - by 25%	150,000.00	GAA	Veterans Affairs Management Division
20	Insufficient information to complete assessment of veterans' status	Lack of Sex-disaggregated data	To develop better policies and programs in aid of addressing gender gaps, issues and concerns in the organization and among clients.	MFO: Administration of Veterans' Pension and Benefits Program Policy Formulation on Veterans Affairs and Welfare (new PAP).	Formulate appropriate policy on veterans welfare program	Formulated one policy- by Q4	100,000.00	GAA	Veterans Affairs Management Division
21	Members of the PVAO GAD Focal Point System lack the necessary skills to implement GAD.	GFPS has no formal training in gender analysis, gender mainstreaming and gender responsive planning and budgeting.	To provide continuing education, update and enhance capabilities for gender mainstreaming	MFO: General Administration and Support Services	Conduct of Gender Mainstreaming Seminar	No. of GFPS attended the seminar/workshop Enhance the competencies of the GFPS and TWG in gender mainstreaming - One (1)seminar/workshop by Q4 with 40 participants -Male (20) Female (20)	200,000.00	GAA	Administrative Division/HRD



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22	Inadequate capability for gender mainstreaming among personnel and members of the PVAO GFPS.	Lack of gender-related trainings	To provide continuing education, update and enhance capabilities for gender mainstreaming	MFO: General Administration and Support Services	Conduct of Seminar-Workshop on HGDG	No. of GFPS who attended the seminar-workshop on HGDG. Increased the knowledge and skills of GFPS on the application of HGDG tool. - One (1) seminar-workshop by Q4 at least 30 participants - Male (15) Female (15)	100,000.00	GAA	Administrative Division/HRD
23	Members of PVAO GAD Focal Point System lack the necessary skills to formulate GAD plan and budget.	No related trainings have been undertaken.	To provide continuing education, update and enhance capabilities for gender mainstreaming	MFO: General Administration and Support Services	Conduct of Gender-Responsive Planning and Budgeting Workshop	Prepared the 2016 GAD accomplishment report and the 2018 GAD plan and budget proposal.	230,000.00	GAA	Administrative Division/HRD
24	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.	PVAO personnel lack of awareness of gender issues and concerns.	To provide opportunity for PVAO officials and employees to increase their knowledge on laws, policies and other related issues and concerns on gender and development.	MFO: General Administration and Support Services	Attendance to conference/fora on CEDAW, Magna Carta of Women, UNSCR'S 1325 conducted by other agencies as part of the National Women's Month Celebration.	No. of activities participated No. of officials and employees attended various activities during National Women's Month and other related activities. New knowledge gained by participants - 4 activities by Q4	300,000.00	GAA	Administrative Division/HRD



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25	Presidential Proclamation 1172, "Declaring November 25 to December 12 of every year as the 18-day campaign to end Violence Against Women"	PVAO personnel lack of awareness of gender issues and concerns.	To deepen PVAO employees' knowledge on VAW and to draw support for anti-VAW campaigns.	MFO: General Administration and Support Services	Participation in the 18-day campaign to end VAW.	No. of activities conducted/participated No. of officials and employees who attended various activities GAD advocacies during the 18-day campaign to end VAW.Improvement in knowledge, attitude and skills of participants relative to VAW. - 4 activities by Q4	200,000.00	GAA	Administrative Division/HRD
26	Lack of active involvement of men in GAD	Men have inadequate knowledge and understanding of their role in GAD.	Greater involvement of men in gender and development.	MFO: General Administration and Support Services/ HRDS, Administrative Division	Conduct/Support of MOVE activities	No. of MOVE activities conducted/supported. No. of employees who participated in the MOVE activities. Strengthened the Agency's MOVE advocacies.- Two (2) activities actually conducted/supported by Q4 with at least 15 male employees attendees.	50,000.00	GAA	Administrative Division



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27	MCW sec 37. Gender Mainstreaming as a Strategy for Implementing the Magna Carta of Women. The agency/LGU shall ensure that all members of the GFP undergo capacity building programs on gender and development which shall include...gender audit.	Lack of knowledge, skills, and competencies of the GFPS for gender audit.	To strengthen gender mainstreaming in the organization	MFO: General Administration and Support Services	Conduct of training on gender audit	No. of GFPS who attended the training on gender audit. Acquired the knowledge and skills of GFPS on the application of audit tool. - One (1) seminar-workshop by Q4, at least 30 participants- Male (15) Female (15)	200,000.00	GAA	GAD Focal Point System/ HRD
28	PVAO GFPS does not have the system for monitoring its GAD implementation.	Lack of meetings among GFPS members.	To sustain the organizational capability to mainstream gender among PVAO officials and employees and their PAPs.	MFO: General Administration and Support Services	Regular GFPS meetings	No. of meetings conducted No. of GFPS members who attended the regular meetings crafted policies on GAD resolved gender-related issues and concerns among others - 3 meetings per quarter	90,000.00	GAA	PVAO GAD Focal Point System
SUB-TOTAL							6,348,344.00	GAA	
TOTAL GAD BUDGET							6,348,344.00		



Prepared By:	Approved By:	Date
		10/03/2016

