

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2017**

Sequence No.: 2016-002973				
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:	481,173,000.00			
Total GAD Budget	9,427,800.00	Primary Sources	9,427,800.00	
		Other Sources	0.00	
% of GAD Allocation:	1.96%			

	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									



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1	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 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: OO1: Filipino Veterans Empowered -Veterans Affairs Management Program	Setting of Help Desk for Women during Medical Missions, Assemblies, Conventions and Organizational Meetings as venue for conducting GAD related surveys and orientation.	Conduct of GAD related surveys, informal orientation about GAD concepts and encouraging women to be members of Veterans Federation of the Philippines through charter and affiliate organizations during at least 8 medical missions, assemblies, conventions and organizational meetings with veterans organizations -by Q4.	300,000.00	GAA	Veterans Affairs Management Division and GAD Secretariat



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2	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 and 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. Note: These 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.)	MFO: General Administration and Support Services	Production and distribution of IEC materials such as news magazines, flyers, posters, primers, manuals, handouts, and brochures on GAD-related topics such as eliminating VAW, gender and family relations, and on gender-responsive laws and policies to veteran organizations and the veteran-clientele nationwide.	20,000 copies of GAD related flyers/ brochures/handouts produced and published- by end of the year Two (2) GAD exhibits set: Women's Month (March) and 18-day Campaign to End VAW (between November 25 to December 12)-up by Q4 PVAO Bulletin/Magazine with at least one (1) GAD write- up per quarter/ 20,000 copies magazine for one (1) year or 5,000 copies -per quarter	670,000.00	GAA	Public Affairs Office
3	Gender issues and concerns of women pensioners are not fully addressed in PVAO programs and projects.	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	MFO: OO1: Filipino Veterans Empowered -Veterans Affairs Management Program	Continuous coordinating meetings with veterans organizations and surviving spouses regarding requirement of law on the representation of women in decision making bodies (Project Unitas)	At least three (3) Coordinative Meetings held with veterans organizations and members of the Filipino Veterans Community every quarter or 12 meetings -by end of Q4	250,000.00	GAA	Veterans Affairs Management Division



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4	Gender issues and concerns of women pensioners are not fully addressed in PVAO programs and projects.	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	MFO: OO1: Filipino Veterans Empowered -Veterans Affairs Management Program	Continuous conduct of survey for members of the Filipino Veterans Community (veterans, surviving spouses and dependents) to surface gender issues and concerns and their socio-economic status	One (1)PVAO Survey Reportwith recommendationsto address gender issues submitted and presented to MANCOM -by Q3.	200,000.00	GAA	Veterans Affairs Management Division
5	Filipino Women Heroes, both living and deceased, lack public recognition and appreciation.	Limited information on the heroic deeds of living and deceased Filipino women heroes.	To provide information and recognize the role of women in the nation's war history.	MFO: OO2: Filipino's Appreciation & Gratitude for Veterans' Service Demonstrated - Veterans Memorial and Historical Preservation Program	Awarding Ceremony for Women Veterans.	Twenty (20) Women Veterans Recognized by PVAO -by Q4	520,000.00	GAA	Veterans Memorial and Historical Division



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6	Filipino Women Heroes, both living and deceased, lack public recognition and appreciation.	Limited information on the heroic deeds of living and deceased Filipino women heroes.	To provide information and recognize the role of women in the nation's war history.	MFO: OO2: Filipino's Appreciation & Gratitude for Veterans' Service Demonstrated - Veterans Memorial and Historical Preservation Program	Information Dissemination of Stories of Filipina Heroes through the conduct of public lectures and utilization of social and print media.	<p>Four (4) Symposia on the Roles of Women in War History of the Philippines conducted. (1 in each: Luzon, Visayas, Mindanao and NCR) - by Q4</p> <p>Two (2) magazines published: 1,000 copies -by Q4</p> <p>One (1) book published: 1,000 copies -by Q4</p> <p>Ten (10) Brochures of Filipina Heroes printed: 1,000 copies each brochure -by Q4</p> <p>Active FB Fan Page featuring Filipina Heroes set-up (with at least 1,000 likes) - One (1)</p> <p>Stories of Filipina Heroes posted on every GAD Corner of each Division and at the PVAO website - 10 Stories</p>	1,836,800.00	GAA	Veterans Memorial and Historical Division and GFPS



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7	Role of Women Veterans and Surviving Spouses is not highlighted in National Development.	Limited knowledge on women's role in national development	To increase the level of awareness and understanding of PVAO clientele (veterans and their beneficiaries) on women's role in national development	MFO: General Administration and Support Services	Publication of articles in the website and PVAO bulletin featuring women veterans and the role that they played during war times and how their efforts contributed to national development	Publication of at least one (1) article per quarter featuring at least one (1) women veteran or a surviving spouse/ 20,000 copies magazine for one (1) year or 5,000 copies- per quarter.	75,000.00	GAA	Strategic Communication
8	Women pensioners have minimal access to gender sensitive health services/benefits.	Low awareness on various female reproductive health issues and concerns including health facilities.	To provide women pensioners access to gender sensitive health benefits/services through comprehensive health information/education.	MFO: OO1: Filipino Veterans Empowered -Veterans Welfare and Benefits Administration Program	Conduct of info / 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 elderly females, promotion of women's mental health	Two (2) seminars / trainings for 80 female pensioners -by Q4	200,000.00	GAA	Veterans Affairs and Management Division
9	Proclamation No. 227 "Providing for the observance of the month of March as Women's Role in History Month" signed by President Corazon C. Aquino on March 17, 1980	Limited knowledge on women's role in national development.	To increase the knowledge of PVAO officials and employees on laws, policies and other related issues and concerns on gender and development.	MFO: General Administration and Support Services	1) Conduct/participation in Women's Month Celebration. 2) Setting up of GAD exhibits and others during the Women's Month Celebration.	No. of activities conducted/participated No. of officials and employees who attended various activities during Women's Month GAD advocacies Learning and insights from participants. - 4 activities by Q4.	250,000.00	GAA	GFPS and Administrative Division



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ORGANIZATION-FOCUSED ACTIVITIES									
10	PVAO Alternative Learning System lack gender perspective.	GAD Plans and Programs and activities are not integrated in PVAO Alternative Learning System.	To make the PVAO Alternative Learning System gender responsive.	MFO: General Administration and Support Services	Integration of GAD Plans and Programs and other activities to PVAO Alternative Learning System (PALS).	All GAD Activities and Programs integrated in PVAO Alternative Learning System - by Q4.	300,000.00	GAA	Administrative Division and Management Information Division
11	Female and male personnel of PVAO lack comprehensive information and education on reproductive health.	Lack of Training on Reproductive Health.	To ensure that PVAO employees are adequately informed of GAD-related health issues and of their reproductive rights	MFO: General Administration and Support Services	Conduct of seminars / lay fora on GAD health-related topics such as reproductive health, maternal and child care effective family planning, prevention of reproductive tract infections and cancers, sexually-transmitted diseases, care of the elderly women and management of mental health	Four (4) Seminars / Lay fora conducted. Changes in knowledge, attitude and skills on GAD-related health issues and reproductive rights. -by Q4	400,000.00	GAA	Administrative Division
12	The PVAO GAD Focal Point System has inadequate capacity to implement the agency's gender mainstreaming efforts.	GAD Office lacks adequately-trained personnel who will work full time on the GAD Program	To assist the GFPS in research and policy development on GAD aside from administrative task	MFO: General Administration and Support Services	Hiring of personnel (COS) to perform GAD-related tasks including strict monitoring of compliances and implementation of the GAD Program	One (1) GAD personnel with relevant experience and training on GAD-related work at P18,000 / month1 GAD Technical Assistant and 1 AdministrativeAssistant at P15,000 each - by Q4	576,000.00	GAA	Administrative Division



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13	The PVAO GAD Focal Point System has inadequate capacity to implement the agency's gender mainstreaming efforts.	Outdated, inefficient equipment used in GAD implementation.	To ensure smooth and efficient operation of GAD Office	MFO: General Administration and Support Services	Procurement of the following items for the operations of the PVAO GAD Office:TV, DVD Player, Speakers, LCD Projector, Document Reader, 1 set of computer, etc.	Fully equipped GAD Office - by Q4	500,000.00	GAA	Administrative Division
14	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	Conduct/support of MOVE activities	Actual MOVE activities conducted. No. of MOVE activities conducted/supportedNo. of employees who participated in the MOVE activitiesStrengthened the Agency's MOVE advocacies. - Two (2) MOVE activities conducted/supported by Q4with at least 15 male employees attendees.	50,000.00	GAA	GFPS and Administrative Division



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15	GFPS and staff of PVAO lack the capability to address or respond to gender issues of clients.	Lack of gender trainings	To sustain the organizational capability to mainstream gender among PVAO officials and employees and their PAPs. To enhance the capability of the GFPS and staff in mainstreaming gender in the organization and in addressing gender issues among clients and personnel.	MFO: General Administration and Support Services	Conduct of GST for officials and employees (to include personnel assigned in Field Service Extension Offices (FSEO) and Shrine Units.	No. of officials, GFPS and personnel who attended GST.Increase the number of gender aware and gender sensitive employees by 90%. Three (3) GST Trainings with 90 participants -Male (45) Female (45). - by Q4.	600,000.00	GAA	Administrative Division
16	GFPS and staff of PVAO lack the capability to address or respond to gender issues of clients.	Lack of gender trainings	To enhance the capability of the GFPS and staff in mainstreaming gender in the organization and in addressing gender issues among clients and personnel. To sustain the organizational capacity to mainstream GAD in PVAO programs, activities and projects.	MFO: General Administration and Support Services	Attendance in various GAD-related seminars/activities organized by other gov't. agencies, etc.	Activities attended: No. of personnel who participated in the activities - At least 4 activities by Quarter 4and5 Participants per activity.	100,000.00	GAA	Administrative Division and GFPS



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17	GFPS and staff of PVAO lack the capability to address or respond to gender issues of clients.	Lack of gender trainings	To sustain the organizational capacity to mainstream GAD in PVAO programs, activities and projects. To enhance the capability of the GFPS and staff in mainstreaming gender in the organization and in addressing gender issues among clients and personnel	MFO: General Administration and Support Services	Conduct of Gender Analysis Training for GFPS and staff of PVAO.	No. of officials and employees who attended the seminar/workshop. Enhanced competencies of the members of the GFPS/TWG, Secretariat in identifying issues relevant to the agency mandate. - Two (2) seminar/workshop by Q4 with 80 participants - Male (40) Female (40).	200,000.00	GAA	Administrative Division and GFPS
18	GFPS and staff of PVAO lack the capability to address or respond to gender issues of clients.	Lack of gender trainings	To sustain the organizational capacity to mainstream gender among PVAO officials and employees and their PAPs. To enhance the capability of the GFPS and staff in mainstreaming gender in the organization and in addressing gender issues among clients and personnel	MFO: General Administration and Support Services	Conduct of Gender-Responsive Planning and Budgeting Workshop.	No. of officials and employees who attended the Workshop Enhance the knowledge and skills of participants in the preparation of the Agency's GAD Plan and Budget. - At least one (1) seminar conducted by Q 4 with 40 participants - Male (20) Female (20).	200,000.00	GAA	Administrative Division and GFPS



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19	GFPS and staff of PVAO lack the capability to address or respond to gender issues of clients.	Lack of gender trainings	To sustain the organizational capability to mainstream gender among PVAO officials and employees and their PAPs. To enhance the capability of the GFPS and staff in mainstreaming gender in the organization and in addressing gender issues among clients and personnel.	MFO: General Administration and Support Services	Conduct Seminar-Workshop on the use of HGDG Tool	Seminar on the use of HGDG Tool conducted by Q4. No. of female and male officials/GFPS and staff who attended the seminar Enhanced capability to use the HGDG tool. - 40 participants - Male (20) Female (20).	200,000.00	GAA	Administrative Division and GFPS
20	GFPS and staff of PVAO lack the capability to address or respond to gender issues of clients.	Lack of knowledge and understanding of gender-related laws.	To understand and be able to promote, protect and fulfill the rights of women.	MFO: General Administration and Support Services	Conduct conference/fora on CEDAW, Magna Carta of Women, UNSCRs 1325 & 1820 and national laws and policies related to women, peace and security, and others.	Number of female and male participants increased the level of knowledge, attitude, skills on laws and policies related to GAD. - by Q4	300,000.00	GAA	GFPS and Administrative Division



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21	GFPS and staff of PVAO lack the capability to address or respond to gender issues of clients.	Lack of gender trainings	To sustain the organizational capability to mainstream gender among PVAO officials and employees and their PAPs. To enhance the capability of the GFPS and staff in mainstreaming gender in the organization and in addressing gender issues among clients and personnel.	MFO: General Administration and Support Services	Conduct of Gender Mainstreaming Seminar	No. of officials and employees who attended the seminar/workshop Enhance the competencies of the members of the GFPS/TWG, Secretariat in gender mainstreaming. - Two (2) seminar/workshop by Q4 with 80 participants - Male (40) Female (40).	200,000.00	GAA	Administrative Division and GFPS
22	Presidential Proclamation 1172, "Declaring November 25 to December 12 of every year as the 18-day campaign to end Violence Against Women"	Limited knowledge of PVAO officials and employees on Women's Rights.	To increase awareness of PVAO officials and employees on women's rights.	MFO: General Administration and Support	1) Conduct/ Participation on 18-Day Campaign to End VAW. 2) Setting up of GAD exhibits and others during 18-Day Campaign to End VAW	No. of activities conducted/participated No. of officials and employees who attended various activities during the 18-day Campaign to end VAW GAD advocacies Learning and insights from participants. - - 4 activities by Q4.	250,000.00	GAA	GFPS/Admin Division
23	Inadequate capability of the GFPS to influence the entire organization to support and implement GAD.	GFPS do not have the capability to conduct GST.	To sustain the capability of the GFPS to mainstream gender in the organization and its PAPs.	MFO: General Administration and Support Services	GFPS participation in GST Trainers' Training	No. of GFPS who attended the training Capacitated the GFPS to conduct GST for personnel and clients of the agency. - At least six (6) employees attended training by Q4.	200,000.00	GAA	Administrative Division and GFPS



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24	GFPS of PVAO lack the capability to address or respond to gender issues of clients.	Lack of regular coordinative meetings among members of the GFPS.	To strengthen the capability of the GFPS/PVAO officials to mainstream gender in the organization and its 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.	50,000.00	GAA	GFPS
25	Existing Database is not fully compliant to GAD requirements.	Insufficient attention accorded database due to the low level of awareness on the importance of sex-disaggregated data as one the of the key factors in the formulation of GAD plans and programs	Increased responsiveness of PVAO GAD plans and programs.	MFO: OO1: Filipino Veterans Empowered -Veterans Welfare and Benefits Administration Program	Enhancement and maintenance of sex-disaggregated databases 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	500,000.00	GAA	Administrative Division and Management Information Division
26	Existing Database is not fully compliant to GAD requirements.	Insufficient attention accorded database due to the low level of awareness on the importance of sex-disaggregated data as one the of the key factors in the formulation of GAD plans and programs	Increased responsiveness of PVAO GAD plans and programs.	MFO: OO1: Filipino Veterans Empowered -Veterans Welfare and Benefits Administration Program	Procurement of IT equipments and supplies required to maintain SDDs	Procured server, anti-virus and other applications - by end of Q3	500,000.00	GAA	Administrative Division and Management Information Division
SUB-TOTAL							9,427,800.00	GAA	
TOTAL GAD BUDGET							9,427,800.00		



Prepared By:	Approved By:	Date
		11/03/2016

