

ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2020

Agency/Bureau/Office : PHILIPPINE VETERANS AFFAIRS OFFICE (PVAO)

Organization Category: National Government Agency, Attached Agency

Organization Hierarchy : Department of National Defense, Philippine Veterans Affairs Office

Total Budget/ GAA of Organization: 10,679,597,000.00

Total GAD Budget 7,944,219,430.00

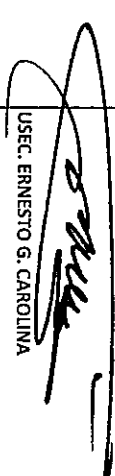
% of GAD Allocation 74.39%

Primary Sources: 7,944,219,430.00
Other Sources: 00.00

GENDER ISSUE and/or GAD MANDATE	CAUSE OF THE GENDER ISSUE	GAD RESULT STATEMENT/GAD OBJECTIVE	RELEVANT AGENCY MFO/PAP	GAD ACTIVITY	OUTPUT, PERFORMANCE INDICATORS and TARGETS	GAD BUDGET	SOURCE OF BUDGET	RESPONSIBLE UNIT/OFFICE
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
A. CLIENT-FOCUSED								
1	Low level of awareness and understanding of GAD laws, materials and concerns including those related to Women, Peace and Security among client-veterans and employees	Limited publication of IEC info concepts, issues and concerns among the external and internal clients of PVAO.	MFO: Administration and Support Services	General Production and distribution of IEC materials such as news magazines, flyers, posters, primers, manuals, handouts, and brochures on GAD-related topics on gender-responsive laws and policies to veteran organizations and the veteran-clientele nationwide	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 20,000 copies of GAD related flyers/brochures/handouts produced and published- by the end of the year;	723,000.00	GAA	Public Affairs Office (PAO)
2	Low level of awareness and understanding of GAD laws, materials and information issues and concerns including those related to Women, Peace and Security among client-veterans and employees	Limited publication of IEC materials and information campaign	MFO: Administration and Support Services	General Production of short videos on and empowered women and veterans	At least two (2) GAD-related videos produced and uploaded in PVAO's website and social media accounts	150,000.00	GAA	Public Affairs Office (PAO)

GENDE ISSUE and/or GAD MANDATE	CAUSE OF THE GENDER ISSUE	GAD RESULT STATEMENT/GAD OBJECTIVE	RELEVANT AGENCY MFO/PAP	GAD ACTIVITY	OUTPUT, PERFORMANCE INDICATORS and TARGETS	GAD BUDGET	SOURCE OF BUDGET	RESPONSIBLE UNIT/OFFICE
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
3 Proclamation No. 227 "Providing for the observance of the month of March as Women's Role in History Month" signed by President Corason 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: Administration Support Services General and Development	Conduct of activities/participation in Women's Month Celebration	Seven (7) activities conducted/participated during the Women's Month. At least 300 officials and employees who attended various activities during the Women's Month and increase in GAD/advocacy learnings and insights from participants as culled from pre and post tests.	326,000.00	GAA	Human Resource and Devt Division, GFPS
Sub-Total								
						1,199,000.00		
B. ORGANIZATION-FOCUSED								
4 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: Administration Support Services General and Development	Conduct/support of activities	Two (2) MOVE activities conducted/supported with at least 15 male employees attendees - by Q4	50,000.00	GAA	Human Resource Development Division /GFPS
5 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: Administration Support Services General and Development	Conduct of Gender Analysis and Training for GFPS and staff of PVAO	One seminar -workshop on Gender Analysis by Q4 with forty (40) participants, 20 Female and 20 Male. Enhanced competencies/ increase in knowledge of the GFPS/TWG/Secretariat in identifying issues relevant to the agency mandate as gauged through pre and post tests. One proposed activity submitted to the Administrator on the identified issue as a result of gender analysis.	100,000.00	GAA	Human Resource Development Division /GFPS
6 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: Administration Support Services General and Development	Conduct of Gender-Responsive Planning and Budgeting Workshop.	No. of officials and employees who attended the Workshop. Enhanced 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 20 participants - Male (10) Female (10).	100,000.00	GAA	Human Resource Development Division /GFPS

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7 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: Administration Support Services General and 4 MFOs	GFPS/TWG Workshop on HGDG for the 3 major programs of PVAO (3 or 4 MFOs)	Workshop on the use of HGDG tool conducted by Q4. Ten (10) female and ten (10) male officials/GFPS and staff who attended the seminar. Enhanced capability to use the HGDG tool on 3 major programs assessed -	100,000.00	GAA	Human Resource Development Division /GFPS
8 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: Administration Support Services General	GAD Advocacy talk on CEDAW, Magna Carta of Women, UNSCRs 1325 & four 1820 and national laws and policies related to women, peace and security, and others.	One (1) GAD Advocacy Talk per quarter or four (4) GAD Advocacy talks for the year. Number of female and male participants who gained updates/ additional knowledge, attitude, skills on laws and policies related to GAD by Q4.	260,000.00	GAA	Human Resource Development Division /GFPS
9 The PVAO GAD Focal Point System has inadequate capacity to implement the agency's gender mainstreaming efforts	GAD Office lacks trained personnel who will work full time on the GAD program	To assist the GFPS in research and policy development on top of regular administrative tasks	MFO: General Administration and Support Services	Hiring of COS personnel to perform GAD related tasks including strict monitoring of compliances and implementation of the GAD Program	One (1) GAD Technical Assistant hired on COS basis at P21,600.00/month (18,000 as budgeted in previous years + 20% premium in 2020)	259,200.00	GAA	Human Resource Development Division
10 Existing Database is not fully compliant to GAD requirements.	Insufficient attention due to the 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 establish a functional GAD database in support of gender of responsive plans and programs in PVAO.	MFO: 1: Administration Veterans Pensions and Other Benefits	Enhancement and maintenance of sex-disaggregated databases of: (1) PVAO employees (2) Veteran- clientele and their dependents (3) beneficiaries of PVAO benefits and programs including those in conflict areas	Enhanced sex-disaggregated databases of PVAO employees, veterans and their dependents and beneficiaries of PVAO Benefits and Programs including those in conflict areas by Q4	65,630.00		Management Information Division / Human Resource Development Division /Claims Division/Veterans Affairs Management Division
11 Action Point Mainstreaming of GPS in existing relevant national and local mechanisms	Lack of integration in the WPS mandate in the inclusion of agency's mainstreaming and GAD efforts	Institutionalization of the NAWPWS in GBS	MFO: General Administration and Support Services	Harmonization of WPS mandate in GAD Plan and Budget and AR	Completion of Harmonized GPB and Accomplishment Report on NAWPWS by Q4	50,000.00	GAA	Planning and Management Division/GFPS

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12	Action Point Mainstreaming of GPS in mandate in the agency's existing relevant national and local mechanisms	14: Lack of integration of GPS in the agency's programmatic review and enhancement efforts	Agency programmatic review and Support Services	Conduct of NAPWPS and GAD review and audit	GMEE by November. Completion of Audit Report on the WPS and GAD accomplishments by Q4.	30,000.00	GAA	Planning and Management Division/ GFPS
13	Presidential Proclamation 1172, "Declaring November 25 to December 12 of every year as the 18-day campaign to end Violence Against Women"	14: Limited knowledge of PVAO officials and employees on women's rights	To increase awareness of MFO: General Administration and Support Services	Conduct of activities/ participation on 18-day Campaign to End VAW	Six (6) activities conducted/ participated during the 18 Day Campaign period to End VAW. At least 400 officials and employees who participated in GADvocacies. Additional updates, learning and insights gained on how to avoid abuse and violence among women- by Q4	235,000.00	GAA	Human Resource Development Division / GFPS
14	Pillar No. Action Point NAPWPS 2017 -2022: Areas affected and/or conflict situations brought about by insurgency, tribal wars,rido, etc. and possible these contexts identified	14: Insufficient attention to low level of awareness on conflict situations brought about by insurgency, tribal wars,rido, etc. and possible the of the key factors in the formulation of GAD plans and programs.	Sex and conflict data is practiced by the Agency MFO: Filipino veterans is empowered - Veterans Welfare and Benefits Administration Program	Create a database and regularly update the list of conflict areas.	Updated list of conflict areas	15,600.00	GAA	Management Information Division/ GFPS
C. ATTRIBUTED PROGRAMS						Sub-Total	1,265,430.00	
15			MFO 1: Veterans' Welfare and Benefits Administration			7,888,365,750.00	GAA	Claims Division
16			MFO 2: Veterans Affairs Management Program			15,287,000.00	GAA	Veterans Affairs Management Division
17			MFO 3: Veterans Memorial and Historical Division			35,557,500.00	GAA	Veterans Memorial and Historical Division
18			PVAO Education and Training Program			2,544,750.00	GAA	Human Resource Development Division
						Sub-Total	7,941,755,000.00	
						TOTAL	7,944,219,430.00	(Sub-Totals A+B+C)
Prepared by:				Approved by:	Date:			
ASAC RAUL Z. CABANES Deputy Administrator and Chairperson, PVAO-GAD-FPS								
				USEC. ERNESTO G. CAROLINA Administrator				