

ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT

AS OF DECEMBER 31, 2017

Department (central Office) : DND

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

Total GAA of Agency : P481,173,000

GENDER ISSUE and/or GAD MANDATE (1)	CAUSE OF THE GENDER ISSUE (2)	GAD RESULT STATEMENT/GAD OBJECTIVE (3)	RELEVANT AGENCY MFO/PAP (4)	GAD ACTIVITY (5)	OUTPUT, PERFORMANCE INDICATORS and TARGETS (6)	ACTUAL RESULT (OUTPUTS/OUTCOME) (7)	TOTAL AGENCY APPROVED BUDGET (8)	ACTUAL COST/ EXPENDITURES (9)	Responsible Unit/Office (10)	VARIANCE/REMARKS (11)
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	1) 2017 National Women's Month Celebration Activities Conducted: Health and Wellness Fair 2017 last March 2017. Attende by 320 clients and employees who availed various services on health and wellness. 2) Attendance to the 2017 Women's Month Celebration on March 2017 conducted by PCW. 3) Attendance to NDCP film screening entitled: Girl Rising on March 21, 2017 with 8 attendees; 4) Film Screening on Gender Sensitive Film conducted during the 2017 National Women's Month Celebration with 45 attendees; 5) The said activities contributed in the effort to promote GAD advocacy particularly on health and wellness of PVAO clients and employees.	250,000	349,500.00	GFPS and HRDD	Done: supplies, materials, and meals amount to 277,500.00 and PS attribution of 120 personnel involved in the activities amount to P72,000.00. Variance of 99,500.00 attributed to the salaries of participants/volunteers in various activities.
Organization-focused										
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.	Salaries of two PVAO personnel from HRDD and MID who designed and enrolled courses in PALS and upgrade and maintained the system.	300,000	300,000.00	HRDD and MID	Done: Supplies, Material and PS Attribution of salaries of two personnel who are involved in PALS.

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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, management of mental health, effects of drugs and hazards of smoking.	Four (4) Seminars / Lay fora conducted. Changes in knowledge, attitude and skills on GAD-related health issues and reproductive rights by Q4	1) Lecture on Women's Health for PVAO employees and clients conducted on March 13, 2017 with 50 attendees; 2) Mini Session on Anti Drug Campaign on March 24, 2017 with 45 attendees; 3) Seminar on Anti Drug Campaign on April 20, 2017 with 50 attendees; 4) Seminar on Hazards of Smoking and the Smoking Cessation Program on April 26, 2017 with 50 attendees; 5) DND-Wide Seminar-Workshop for a Drug-Free Workplace on May 23, 2017 with 3 attendees; 6) Lecture on Healthy Lifestyle and Healthy Diet on October 25, 2017 with 50 attendees; 7) Lecture on Health, Wellness and Nutrition on October 26, 2017 with 50 attendees; 8) Lecture on Female Reproductive Health on December 11, 2017 with 50 attendees.	400,000.00	415,000.00	HRDD	Done: Training expenses, supplies, materials, meals amount to P 97,500.00 and PS participation of salaries of 376 participants amount to P317,500.00.00.
The PVAO GAD Focal Point System has adequately 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 / month	One GAD personnel (COS) hired at P18,000.00	576,000	216,000.00	HRDD	Done: Variance of P360,000.00 attributed to the salary of only one (1) GAD COS personnel.
The PVAO GAD Focal Point System has adequately 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	Procured supplies and materials, 3 sets of computers used by the GFPS member and secretariat for smooth operation of the GAD office.	500,000	235000	HRDD	Done: Variance of P185,000.00 attributed to the low cost of equipment and supplies.

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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/supported: No. of employees who participated in the MOVE activities: Strengthened the Agency's MOVE advocacies. Two (2) MOVE activities conducted/supported by Q4 at least 15 male employees attendees.	Conducted signature campaign to support MOVE activities in PVAO. Increased the level of knowledge, attitude & skills of male participants on MOVE advocacy in PVAO.	50,000.00	53,319.00	GFPS and HRDD	Done: Variance of P3319.00 attributed to the cost of supplies and materials.
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 PAs.	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. Increased the number of gender aware and gender sensitive employees by 90% by Q4. Three (3) GST Trainings by Q4 with 90 participants - Men (45) Women (45) - by Q4.	1) Attendance to Gender Sensitivity Training (GST) of three FSEOs personnel on June 01, 2017. 2) Gender Orientation for PVAO Clients on March 13, 2017 with 50 attendees; 3) Attendance to GST of four (4) personnel from FSEO La Union on August 08, 2017; 4) GST conducted on December 7-8, 2017, attended by 40 (Women = 28/Men = 12) participants.	600,000.00	250,000.00	HRDD	Done: Training expenses and PS attribution of salaries of 4 training staff and 51 participants amount to P250,000.00. Variance of P350,000.00 is due to non-conduct of GST to field offices due to lack of material time.
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.	MFO: General Administration and Support Services	Attendance in various GAD-related seminars/activities organized by other govt agencies, etc.	Activities attended. No. of personnel who participated in the activities - At least 4 activities by Q4 & 5.	1) DND-Wide Inspiring Women Forum conducted by NDCP on March 24, 2017 with 10 attendees;	100,000	24,690.47	HRDD AND GFPS	

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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).	Seminar on Gender Audit on August 24 & 25, 2017. Increased the knowledge, attitude and skills of GFPS on the application of gender audit.	200,000	200,000.00	HRDD AND GFPS	Done. Training expenses and PS attribution of salaries of 29 attendees and training staff amount to P200,000.00.
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-Responsive Planning and Budgeting Workshop.	No. of officials and employees who attended the seminar/workshop. Enhanced the knowledge and skills of participants in the preparation of the Agency's GAD Plan and Budget - At least one (1) seminar conducted by Q4 with 40 participants - Male (20) Female (20).	1) Attendance to 6th Gender and Development (GAD) Planning & Budgeting Fora. 2) Workshop on GAD Planning and Budgeting on various dates, attended by GFPS members. Increased the knowledge, skills and attitude of participants in Gender Responsive Planning and Budgeting.	200,000	150,000.00	HRDD AND GFPS	Done: Training expenses and PS attribution of salaries of 45 TWG members, and other technical staff/training staff amounting to P 150,000.00 variance of P50,000.00 is attributed to lower cost of the activity conducted
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 Seminar-Workshop on the use of HGDS tool	Seminar on the use of HGDS Tool conducted by Q4. No. of female and male officials /GFPS and staff who attended the seminar. Enhanced capability to use the HGDS Tool - 40 participants - Male (20) Female (20)	Conducted seminar on Gender Audit for GFPS and other technical staff in PVAO. Increased the knowledge, skills and attitude of participants in the conduct of GAD audit.	200,000	150,000	HRDD AND GFPS	Done: Training expenses and PS attribution of salaries of 4 training staff and 29 participants amount to P200,000.00

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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/for a Mainstreaming Seminar.	No. of female and male participants increased the level of knowledge, attitude, skills on laws and policies related to GAD - by Q4.	Attendance to Gender Equality and Women Empowerment (GEMEI) results in the SIP Sector Workshop on November 23-24, 2017, attended by 2 participants. Increased the level of knowledge, attitude, skills on laws and policies related to GAD	300,000	5,400.00	HRDD AND GFPS	
20 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, 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/TWIG, Secretariat in gender mainstreaming. - two (2) seminar/workshop by Q4 with 80 participants - Male (40), Female (40)		200,000		HRDD AND GFPS	
21 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 Services	1) Conduct/participation on 18-Day Campaign to End VAW. 2) Setting up of GAD exhibits and others during the 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. 4 activities by Q4.	1) Film Screening on Gender Sensitive Film conducted during the 2017 18-Day Campaign to END Violence Against Women on December 12, 2017 with 50 attendees; 2) Attendance to the 18-Day Campaign to end Violence Against Women Kick Off Activity conducted by PCW at PETA Theater on November 25, 2017, attended by 20 participants.	250,000	81,780.44	HRDD AND GFPS	
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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 to mainstream 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.	Attendance to the following: 1) DND-Wide GAD Training the Trainers (TOT) Phase 2 conducted by DND on May 15-16, 2017; 2) DND-Wide GAD Training the Trainers (TOT) Phase 3 conducted by DND on June 19-20, 2017; 3) DND-Wide GAD Training the Trainers (TOT) Phase 4 conducted by DND on July 6-7, 2017; 4) Attendance to NSCWPS Training of Trainers (TOT) on July 31 to 03 August 2017, attended by one (1) participant.	200,000	132,300.00	HRDD AND GFPS	Done: Supplies and materials, transportation, other training expenses, and P5 attribution of salaries of 8 personnel attended the 4 activities amount to P132,300.00. Variance of P67,700.00 is due to lower cost of the activity conducted	
23 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.	Conducted four (4) meetings participated by PVAO GAD GFPS/TWG and other technical staff. Increased the awareness of PVAO GAD GFPS on various GAD issues and concerns of employees and clients.	50,000	50,000.00	GFPS	Done: supplies and materials, meals and P5 attribution of 30 attendees involved in the 4 activities.	
24 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 of the key factors in the formulation of GAD Plans and programs.	Increased responsiveness of PVAO GAD Plans and programs.	MFO1: Filipino Veterans Empowered - Welfare and Benefits Administration Program	Enhancement and maintenance of 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	Four personnel updated the SDD of employees, veterans and their dependents, beneficiaries of Educational benefits, and among other programs.	500,000	514,428.00	HRDD AND MID	Done: P5 attribution of salaries of 4 personnel involved in updating and maintenance of data bases for SDD. Variance of P14,428.00 attributed to the salaries of personnel.	
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 of the key factors in the formulation of GAD Plans and programs.	Increased responsiveness of PVAO GAD Plans and programs.	MFO1: Filipino Veterans Empowered - Welfare and Benefits Administration Program	Procurement of IT equipments and supplies required to maintain SDDs	Procured desktop/pc, anti-virus, supplies and materials and other applications - by end of Q3.	Procured supplies and materials, desktop/pc and anti-virus used in updating and securing SDD of employees, veterans and their dependents/beneficiaries.	500,000	616,000.00	HRDD AND MID	Done: Desktop/pc, supplies, materials, anti-virus procured amount to P616,000.00. Variance of 116,000.00 attributed to the cost of the IT equipment.	
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PVAO GAD BUDGET								9,221,000			
Project	Brief Description	Project Development Score	Project Management Score	Monitoring and Evaluation	GAD Score	Interpretation	% GAD Attribution	GAD Attributable Budget Amount			

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PVAO Education and Training Program (PET)	The program evaluated is the PVAO Educational and Training Program for 2013	16	7.5	4	11.5		Project design is gender-responsive; Project Management, monitoring and evaluation is gender-sensitive	50%		1,300,000	
TOTAL PVAO GAD BUDGET (represents 36% of required minimum 5% GAD Budget)										5,043,417.91	
Prepared by: MGEN. RAUL Z. CABALLES AFP(RET) Officer-In-Charge, Office of the Deputy Administrator and Chairperson, PVAO GAD Focal Point					Approved by: LTGEN. ERNESTO G. CAROLINA, AFP (RET) Administrator					DATE	

* GAD Attributable budget