

**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT  
AS OF DECEMBER 31, 2018**

Department (Central Office) : Department of National Defense

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

Total GAA of the Agency: P297,807,000.00

Total GAD Budget: 9,747,000.00

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)
<b>CLIENT FOCUSED ACTIVITIES</b>										
Low level of awareness and understanding of IEC materials and GAD issues including concerns on legal mandates on GAD among clients and beneficiaries	limited publication of IEC materials and limited campaign or information drive on GAD-related issues and concerns	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-responsive laws and policies to veteran organizations and the veteran clientele nationwide.	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	(1) From 1,000 copies to 5,000 copies of GAD related flyers and brochures produced and distributed by the end of the year (2) GAD exhibit to two (2) GAD exhibits set on: Women's Month (March) and 18-Day Campaign to End VAW (between Nov. 18 to Dec. 12) – by Q4 (3) From one (1) GAD related write up to two (2) in PVAO Bulletin and PVAO website - for every quarter	(1) Around 65,000 flyers on VHMCPC distributed to veterans' relatives during the 2018 KABISIG Phil. Government Expo and Trade Fair in Trinoma, Health and Wellness Fair, various medical outreach activities and veterans organization meetings nationwide. (2) Two (2) GAD exhibits were successfully set-up during the National Women's Month Celebration of which, winners to the "Making Change Work for Woman" On the Spot Poster Making Contest entries were featured and another exhibit during the 18 Day Campaign to End Violence Against Women (3) Two (2) issues of PVAO Bulletin published with three (3) GAD related write-ups	670,000.00	1,708,510.00	Office of the Administrator -PAO	Done: Supplies and materials amounted to P550,000. Salaries of 5 personnel involved in the activities from January to December 2018 amounted to P1,158,510.00

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	ACTUAL RESULT (OUTPUTS/OUTCOME)	TOTAL AGENCY APPROVED BUDGET	ACTUAL COST/ EXPENDITURES	RESPONSIBLE UNIT/ OFFICE	VARIANCE/ REMARKS
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Gender issues and concerns of women pensioners including those in conflict areas are not fully addressed in PVAO's 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: Policy and Management Services for Veterans Affairs	Continuous coordinating meetings with veterans organizations regarding the requirement of law on the representation of women in decision-making bodies (Project Unitas)	At least three (3) coordinative meetings held with veteran organizations and members of the Filipino Veterans Community every quarter or 12 meetings - by the end of Q4	Conducted six (6) coordinative meetings with veteran organizations and members of the Filipino Veterans Community by the end of Q4. 1. AFP Retirees and Veterans Convention (Batoc) 2. Coordinating Meeting with Veteran Leaders and Officials (Davao) 3. Meeting with Engaged Veteran Leaders (Leyte) 4. Meeting with Women's Organizations - PCROLAI and PAWWPO (Manila) 5. Assembly Meeting of Four (4) Veterans Organizations (N. Ecija) 6. Coordinating Meeting with PAWWPO Officers (Manila)	100,000.00	136,559.89	Veterans Affairs Management Division	Done: Excess in budget utilization by P36,559.89 after the 6th coordinative meeting prompted VAMD to halt additional coordinative meetings.
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: Policy and Management Services for Veterans Affairs	Continuous conduct of survey for veterans, surviving spouses and dependents to identify gender issues and concerns and their socio-economic status	One (1) PVAO Survey Report with recommendations to address identified gender issues submitted and presented to MANCOM – by Q3	Conducted five (5) surveys as follows: 1. NCR 2. Cagayan De Oro conflict area 3. Munoz, Nueva Ecija conflict area 4. PVAO Central Office, 5. VFP Supreme Council Meeting. Survey Reports were reported to ManCom during the Performance Review covering the period January 2018 to September 2018	100,000.00	324,053.20	Veterans Affairs Management Division	Done: Variance of 224,053.20 was due to the increase in survey schedules in various regions which entailed larger than targeted logistical cost

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(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Low level of awareness and understanding of GAD issues and concerns among client veterans and beneficiaries	Limited information campaign in GAD - related issues and concerns	To increase the level of awareness and understanding of PVAO clientele (veterans and their beneficiaries) on GAD concepts, issues and concerns and	MFO - General Administration and Support Services	Conduct of radio or TV interviews per year, specifically during Women's Month (March) and 18-day Campaign to End VAW (November)	At least two (2) GAD-related radio or TV interviews within the year with random feedback from client-listeners by end of Q4	Two (2) GAD-related radio interviews in 2018 with random feedback from client-listeners re: promotion of activities in connection with Women's Month and 18 Day Campaign to End VAW	75,000.00	459,171.80	Office of the Administrator - Public Affairs Office	Done: Materials and salary attribution of personnel involved in the preparation of materials and production of radio interviews.
Lack of knowledge on GAD among veteran leaders and within the Filipino Veterans community	No orientation on GAD among veteran leaders and within the Filipino Veterans Community	To provide basic knowledge and information on GAD to PVAO clientele	MFO: Policy and Management Services for Veterans Affairs and Welfare	Conduct of GAD Orientation to Veteran Leaders and Executives of the VFP	(1) One GAD Orientation conducted for veteran leaders of charter and affiliate organizations by Q1 (2) One GAD orientation conducted to all executives of VFP by Q3 (3) One GAD orientation conducted to all Regional Presidents (RVO) by Q4	(1) Conducted one (1) GAD Orientation among leaders of charter and affiliate organizations on Day 2 of the VFP Supreme Council Meeting with 164 attendees by Q4 (2) Conducted one (1) GAD orientation to seven (7) executives of the VFP by Q4 (3) Conducted one (1) GAD orientation to fifteen (15) Regional Presidents by Q4	200,000.00	7,907.15	Veterans Affairs Management Division	Done: Variance of P192,092.85 was because the Veterans Federation of the Philippines (VFP) paid all expenses in the said orientations. Utilization of P6,907.15 is merely attribution of salaries of personnel who assisted in the said activities and transpo expenses of P1,000.00

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Low level of awareness and understanding of the National Action Plan- Women, Peace and Security in conflict affected areas	Very limited or insufficient information drive. limited information materials on WPS in conflict affected areas.	To increase awareness and/or strengthen understanding of gender and development among veteran leaders and their communities, i.e, the Filipino Veterans Community	MFO: Policy and Management Services for Veterans Affairs	Setting up of Help Desks for Women during Medical Missions, Assemblies, Conventions and Organizational Meetings as venues for information dissemination on NAPWPS	(1) Number of Medical Missions, Assemblies, Conventions, & Organizational Meetings held where Help Desk for Women were set up. (2) Conduct of surveys and informal orientation on NAPWPS. Copies of NAPWPS flyers/brochures, hand-outs produced and published by Q4.	(1) Conducted medical missions and eight (8) organizational meetings with veterans organizations in conflict areas where Help Desk for Women were set up. (2) Conducted surveys and informal orientation on NAPWPS flyers/brochures, hand-outs produced and published by Q4	250,000.00	620,000.00	Office of the Administrator- PAO	Supplies and materials amounted to P180,000.00. Transportation expenses and salaries of five (5) personnel involved in the activities from Jan. 2018 to Dec. 2018 amounted to P440,000.00
Low level of awareness and understanding of the National Action Plan- Women, Peace and Security in conflict affected areas	Limited publication of IEC materials on NAPWPS	To increase awareness the level of awareness and understanding of PVAO GFPS and the PVAO clientele	MFO: General Administration and Support Services	Production and distribution of IEC materials such as magazines, flyers, posters, primers, manuals and brochures on NAPWPS	(1) PVAO Bulletin/Magazine with at least one NAPWPS write-up/article per quarter, 10,000 copies of magazine per year or 5,000 copies per quarter  (2) Two (2) GAD exhibits were set-up during the National Women's Month (March) and 18 Day Campaign to End VAW (25 Nov. to 12 Dec.)	(1) Two (2) issues of PVAO Bulletin published with three (3) articles on GAD and NAPWPS (10,000 copies) (2) Three (3) GAD exhibits were successfully set-up: Gallery of Women Heroes and Exhibit of the "On The Spot Poster Making Contest" entries during the Women's Month celebration with the contest theme "We Make Change Work for Women" and the Women in Action gallery during the 18 Day Campaign to End VAW	250,000.00	284,000.00	Public Affairs Office - OA	Done: Production of PVAO Bulletin amounted to P125,000.00/ quarter for 5,000 copies or P250,000 for two (2) quarters. Exhibit requirements amounted to 18,000.00, prizes for winners of the "On The Spot Poster Making Contest" at P10,000.00 and meal expenses of P6,000.00 during the contest proper and judging.

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(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Women pensioners have minimal or no access to gender sensitive health services/benefits	Low awareness on female reproductive health issues and concerns	To provide women pensioners access to gender sensitive health benefits/service s through comprehensive health information/education	MFO: Administration of Benefits and Services	Conduct of info/education campaign and training programs on women's health to include maternal & child care, prevention & management of female reproductive & gynecological disorders, care of elderly females and promotion of women's mental health	Two (2) seminars/ trainings conducted to 80 female veterans and/or beneficiaries – by Q4	Conducted four (4) seminars/ trainings for 135 clients: Women's Health Awareness (March 7, 2018); Lecture on Veterans Hospitalization and Medical Care Program (March 23, 2018, am session); Health and Wellness Lecture ( March 23, 2018 pm session); Healthy Lifestyle and Healthy Diet (May 23, 2018 )	150,000.00	150,000.00	Veterans Affairs Management Division / HRD Division	Done
Insufficient information campaign and advocacy on PVAO GAD Programs, activities and projects for 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: 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 during commemorative events	(1) 20 women veterans recognized / awarded (2) Conduct of four (4) Symposia on the Roles of Women in War History of the Philippines ( to be conducted 1 in each area: Luzon, Visayas, Mindanao and NCR)	(1) Twenty four (24) women veterans recognized/awarded in 2018: Four (4) during the 2018 PVW events (April 5-11); Four (4) during the Liberation of Bauang (Mar 4); Four (4) during the Liberation of Iloilo (Mar 4); Two (2) in Kangan Shrine (Sep. 2); One (1) in Baguio (Sep. 3); Eight (8) in the Annual Gathering of Veterans in Bohol (Nov. 16) and One (1) in CDO (Nov. 27) (2) Conducted two (2) symposia and two (2) film showing activities which featured the heroism and gallantry of both women and men veteran heroes and the vital role of women in the Philippine Military History: (Honor: The Legacy of Jose Abad Santos)	1,856,000.00	3,325,500.00	Veterans Memorial and Historical Division/ Office of the Administrator (PAO)/ GAD Focal person per Division	Negative variance of 1,469,500.00 is due to conduct of events outside Metro Manila hence increase in transportation and accommodation expenses, supplies, materials, and equipment. P628, 500.00 is attributed to the salary of forty eight (48) personnel.

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<b>ORGANIZATION - FOCUSED ACTIVITIES</b>										
PVAO Alternative Learning System modules lack gender perspective	GAD Plans and Programs and activities are not integrated in PVAO Alternative Learning System.	To make PVAO Alternative Learning System gender responsive	MFO: General Adminis-tration and Support Services	Integration of GAD Plans and Programs and other activities to PVAO Alternative Learning System (PALS)	GAD activities and programs integrated in the PVAO Alternative Learning System by Q4.	Uploading and actual use of two (2) new modules in PALS. 1. GAD Orientation Module to promote GAD awareness and 2. Module on Anti-Illegal Drugs to inculcate awareness on the harmful effects of drugs on health	300,000.00	307,508.85	HRDD and MID	Done: Salary attribution of employees who crafted the GAD Orientation module and managed the system and all employees who answered the GAD module from January to December 2018

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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 Adminis-tration and Support Services	Conduct of seminars / lay fora on GAD health-related topics such as seminars on the RPRH and MCW Sec 20, reproductive health, maternal and child care effective family planning, prevention of reproductive tract infections and cancers, sexually-transmitted diseases, care of elderly women and management of mental health	Four (4) Seminars with 15 female and 15 male attendees per seminar or a total of 120 employees. / Lay fora conducted. Changes in knowledge, attitude and skills on GAD-related health issues and reproductive rights.	Conducted six (6) seminars which were attended by 279 employees: Lecture on Prostatic Diseases with Digital Rectal Exam (Feb. 20, 2018); Women's Health Awareness (March 7, 2018); Lecture on Veterans Hospitalization and Medical Care Program (March 23, 2018, am session); Health and Wellness Lecture ( March 23, 2018 pm session); Lecture on Ill Effects of Illegal Drugs c/o PDEA SMES (April 20, 2018); Healthy Lifestyle and Healthy Diet (May 23, 2018 ) and monthly conduct of Ill Effects of Illegal Drugs on Mental and Physical Health from January to December 2018	400,000.00	527,549.42	Human Resource Development Division	Done: Variance is due to the conduct of six (6) instead of four (4) seminars and monthly conduct of Ill Effects of Illegal Drugs on Mental and Physical Health every Town Hall meetings. Training cost w/ salary attribution from Jan to Dec 2018 amounted to P257,425.7, training expenses amounted to P270,120.72

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(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
The PVAO GAD FPS has inadequate capacity to implement the agency's mainstreaming efforts	GAD Office lacks adequately-trained personnel who will work full time on the GAD Program	To strengthen PVAO's capacity for gender mainstreaming	MFO: General Administration and Support Services	Strict monitoring of compliance and implementation of the GAD program with the assistance of a COS employee working full time on GAD.	(1) One (1) COS personnel with relevant experience and training on GAD-related work hired to perform GAD related tasks (2) Number of GAD programs implemented and monitored	(1) Hired One (1) GAD personnel (COS) for the contract period January to June 2018 and from July to December 2018 @ P15,000.00 monthly basic salary (2) Implemented and monitored two (2) GAD programs with twelve (12) activities in CY 2018	216,000.00	180,000.00	Human Resource Development Division	Done: Entry rate of P15,000/month instead of P18,000/month was applied commensurate to the experience of the hired COS personnel hence utilization of only P180,000.00



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The PVAO GAD FPS has inadequate capacity to implement 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	Maintenance and operations of the PVAO GAD Office to support the establishment of sex disaggregated database, preparation and reproduction of IEC materials, research and policy development, strengthen the GAD awareness and advocacy campaign of the agency, among others	Fully equipped GAD Office - by Q4	Procured supplies and equipment for the GAD office such as voice recorders, laptop for GAD meetings, computer unit, printer and office supplies for use by the GFPS members and secretariat	500,000.00	176,000.00	Human Resource Development Division	Done: Variance of P324,000.00 is due to lower cost of equipment and supplies as a result of procurement practice.
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/supported. No. of employees who participated in the MOVE activities. Strengthened Agency's MOVE advocacies. - Two MOVE conducted/supported by Q4 with at least 15 male employees attendees.	MOVE prime movers took support roles in the following activities: Kick Off activity of the 18 Day Campaign to End VAW (Nov. 26, 2018) and (Art of Self Defense (Dec. 11, 2018). MOVE extended support during the conduct of the PVAO Short Film Competition to End VAW. A total of 140 male attendees supported said activities	200,000.00	129,409.30	GFPS and Human Resource Development Division	Done: Variance of 70,590.70 is due to limited conduct of MOVE activities

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(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
GFPS and staff of PVAO lack the capability to address or respond to gender issues of clients.	Lack of gender trainings	(1) To sustain the organizational capacity to mainstream GAD in PVAO programs, activities and projects. (2) 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 in the number of gender aware and sensitive employees by 90%, during TownHall meetings by an accredited PCW speaker, Ms. Lorenza Fabelion and film showing with 90 participants - (with deepening session) of a Male (45) Female (45) - gender sensitive film entitled "The Breadwinner" by Q4.	Conducted the following activities on gender sensitivity for a total of 237 external clients and employees: Two (2) GST Trainings, monthly conduct of gender sensitive topics during TownHall meetings by an accredited PCW speaker, Ms. Lorenza Fabelion and film showing (with deepening session) of a gender sensitive film entitled "The Breadwinner".	400,000.00	400,000.00	GFPS and HRDD	Done:

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GFPS and staff of PVAO lack the capability to address trainings or respond to gender issues of clients.	Lack of the gender trainings	(1) To enhance the capability of the GFPS and staff in mainstreaming gender in the organization and in addressing gender issues among clients and personnel (2) 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 government agencies, etc.	Activities attended: No. of personnel who participated in GAD activities such as kickoff activities for the 18-Day Campaign to End VAW, Women's Month, GAD Budget Forum, among others - At least 4 activities by Quarter 4 and 5 Participants per activity.	Attended twelve (12) external GAD activities in CY 2018 with 98 attendees from PVAO:  1. Launching of the NAPWPS (DND, March 5) 2 attendees 2. "Women Inspiring Women" (GSIS Theatre, March) - 10 attendees 3. Awarding of Outstanding Women in the Defense Sector (DND, March 19) - 15 attendees 4. Gender, Peace and Security Summit 2018 (NDCP, March 21) - 10 attendees 5. MCW@19: Make Change Work for Women (PICC, Aug. 14) - 1 attendee 6. 6th POAP HR Forum: Gearing Phil. Civil Service Towards a Gender Responsive Workplace (Makati, Sept. 26) - 5 attendees 8. GAD Planning and Budgetting (DND, November) - 3 attendees 9. VAW Experiential Museum (Mowelfund Plaza, Dec 5) - 5 attendees 10. Film Showing: Owl Butterfly (NDCP, Dec. 12) - 11 attendees 11. Talks on Women Ending Violence Against Women (NDCP, Dec. 5) - 16 attendees 12. Ang Mga Kababaihan ng Malolos (DND, Dec) - 10 attendees	100,000.00	168,797.59	GFPS and HRDD	Done: Utilization for the twelve (12) activities is due to meal expenses (P24,500.00), supplies and materials, (P2,000.000) PS attribution of salaries of 98 attendees (P142,297.59)

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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	(1) To sustain the organizational capacity to mainstream GAD in PVAO programs, activities and projects.  (2) To enhance the capability of 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 knowledge and skills of GFPS/TWG members in identifying issues relevant to the agency mandate - - Two (2) seminar/workshop by Q4 with 80 participants - Male (40) Female (40).	Attendance to the in-house seminar on Gender Analysis and Gender Audit last Dec. 17 with a total of twenty seven (27) participants.	200,000.00	127,018.41	GFPS and Human Resource Development Division	Done: Expenses for meals amounted to P6,750.00, training cost amounted to P40,268.41, supplies and materials at P5,000, and salary attribution at P75,000

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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	(1) To sustain the organizational capability to mainstream gender among PVAO officials and employees and their PAPs.  (2) 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 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).	Attendance to the Gender Responsive Planning and Budgeting Workshop by three (3) PVAO employees from October 9 to 11, 2018 and eleven (11) sensitivity working sessions.	200,000.00	123,336.40	GFPS and Human Resource Development Division	Done: Supplies, materials and reproduction cost amounted to P5,000.00, salary attribution of attendees at 78,571.40, meals at P39,765.00.

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	ACTUAL RESULT (OUTPUTS/OUTCOME)	TOTAL AGENCY APPROVED BUDGET	ACTUAL COST/ EXPENDITURES	RESPONSIBLE UNIT/ OFFICE	VARIANCE/ REMARKS
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
GFPS and staff of PVAO lack the capability to address or respond to gender issues of clients.	Lack of gender trainings	(1) To sustain the organizational capability to mainstream gender among PVAO officials and employees and their PAPS.  (2) 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 Seminar on the use of the 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).				GFPS and Human Resource Development Division	NOTE: Programmed in GPB 2018 with P200,000 budget allocation but PCW reviewer recommended that this topic be merged with Gender Analysis Training hence deducted from the GAD budget.

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	ACTUAL RESULT (OUTPUTS/OUTCOME)	TOTAL AGENCY APPROVED BUDGET	ACTUAL COST/ EXPENDITURES	RESPONSIBLE UNIT/ OFFICE	VARIANCE/ REMARKS
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
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 with increased the level of knowledge, attitude, skills on laws and policies related to GAD. by Q4	A total of 292 employees attended GAD advocacy talks and monthly conduct of GAD related fora to be updated on national laws and policies. Additionally, Chairpersonship and Secretariat role of CODI is lodged in GAD. Sexual Harassment policy revised and one (1) CODI Resolution finalized.	300,000.00	345,000.00	GFPS and Human Resource Development Division	Done: Utilization incurred is due to meal expenses, supplies and materials and attribution of salaries
GFPS and staff of PVAO lack the capability to address or respond to gender issues of clients.	Lack of gender trainings	(1) To sustain the organizational capability to mainstream gender among PVAO officials and employees & their PAPs. (2) 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 among GFPS and staff of PVAO	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).	Attended the Gender Mainstreaming talks to enhance competence of the members of the GFPS /TWG in gender mainstreaming	200,000.00	352,500.00	GFPS and Human Resource Development Division	Done: Utilization is for PS attribution of salaries of attendees to Gender Mainstreaming talks, Plaques of Recognition to guests and meals

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(1) Presidential Proclamation 1172, "Declaring November 25 to December 12 of every year as the 18-day campaign to end Violence Against Women"	(2) Limited knowledge of PVAO officials and employees on violence against women and women's human rights.	(3) To increase awareness of PVAO officials and employees on violence against women and women's human rights.	(4) MFO: General Administration and Support Services	(5) (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	(6) 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.	(7) IN-HOUSE : (Conducted 9 activities ) 1. GADvocacy Talk by Rep. Brosas 2. End VAW Short Film Competition (Dec. 7) 3. The Art of Basic Self Defense Training (Dec. 11) 4. Seminar-Workshop on NAPWPS (Aug. 30) 5. Setting Up of GAD Photo Exhibit re End VAW (Nov.) 6. Kick Off cum Orange Your Icon activity (Nov.) 7. Radio Guesting at DWDD to promote End VAW activities (Nov.) 8. Film Showing of the Breadwinner for employees and clients (Dec) 9. One Billion Rising Dance Revolution (Dec.) - a culminating activity of End VAW Campaign OFFSITE : (Participated in 4 End VAW activities) 1. VAW Experiential Museum (Dec. 5 - 5 participants) 2. Film Showing of "Owl Butterfly" (Dec. 12 - 11 pax) 3. NDCP Talks on Women Ending Violence Against Women (Dec. 5- 16 pax) 4. Kick Off Fun Run on End VAW at the NDCP	(8) 250,000.00	(9) 309,525.24	(10) GFPS and Human Resource Development Division	(11) Done: End VAW T-Shirts (149,730.00), Short Film Competition expenses (54,000.00), Self Defense Training & NAPWPS Seminar (P40,615.00), Kick Off Activity expenses (1,000.00), One Billion Rising Dance Revolution (P3,000.00), Meal Expenses (10,600), Supplies and Materials (5,000.00), Salary Attribution (47,580.24)




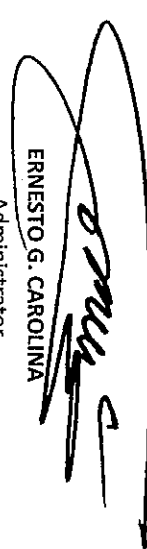
GENDER ISSUE AND/OR GAD MANDATE	CAUSE OF THE GENDER ISSUE	GAD RESULT STATEMENT/GAD OBJECTIVE	RELEVANT AGENCY MFO/PAP	GAD ACTIVITY	OUTPUT, PERFORMANCE INDICATORS and TARGETS	ACTUAL RESULT (OUTPUTS/OUTCOME)	TOTAL AGENCY APPROVED BUDGET	ACTUAL COST/EXPENDITURES	RESPONSIBLE UNIT/ OFFICE	VARIANCE/ REMARKS
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
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 PAs.	MFO: General Administration and Support Services	GST Trainer's Training with involvement of PVAO GFPS	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.	Only three (3) GAD FPS officers attended capacity building trainings to improve capability to conduct GST	200,000.00	107,491.43	GFPS and Human Resource Development Division	Done: Actual budget utilization is merely salary attribution of GAD Coordinators/ TWG in monthly capacity building sessions (101,491.43) and supplies and materials (6,000.00)
Existing Database is not fully compliant to GAD requirements.	Insufficient attention accorded 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	To establish a functional GAD database in support of gender responsive plans and programs in PVAO	MFO: OO1: Filipino Veterans Empowered Veterans Welfare and Benefits Administrati on Program	Enhancement and maintenance of sex-disaggregated databases on: (1) PVAO employees (2) Veteran-clientele and their dependents particularly those in conflict areas.	Enhanced sex-disaggregated databases on PVAO employees, veterans and their dependents and beneficiaries of PVAO Benefits and Programs - by Q4	Four personnel updated the sex disaggregated data of employees, veterans and their dependents, beneficiaries of Educational benefits, among others	500,000.00	540,149.40	HRDD and MID	Done: PS attribution of salaries of 4 personnel involved in updating and maintenance of databases from Jan to Dec 2018

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(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Lack of support services for employees and external clients with young children and breastfeeding mothers	Efficiency and productivity of women employees are affected due to familial obligations affecting their promotion and career advancement	Provide employees with young children and are lactating with private, clean and well ventilated facility for childcare and lactation	MFO: General Administration and Support Services	(1) Issuance of policy on the setting up of day care center and lactating room (2) Setting up of a child minding center and breastfeeding room in compliance with the DND Circular No. 02 dated 22 February 2011 on GAD PAPs	(1) One (1) policy on setting up of a day care center and lactating room (2) One (1) room allocated for child minding and lactation	(1) Crafted the initial draft of the proposed policy in setting up the child care facility after ocular inspections with other day care centers. Presented said policy through a survey conducted among employees with children 6, y.o and below. Final revision of policy based on survey results on-going - for presentation to management. (2) Lactating room installed within the newly renovated Medical Clinic since June 2018. Site for the child care facility identified.	680,000.00	435,155.10	HRDD ; GSSMD; Procurement	Continuing Activity: Cost of the newly installed lactating/ breastfeeding room at P300,000.00, supplies/materials at P3,000.00 and PS attribution of salaries of personnel involved in setting up the breastfeeding room and management of the said breastfeeding facility amounted to 132,155.10
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, 1988	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. At least 30 men and 30 women employees who attended various activities during Women's Month GAD advocacies Learning and insights from participants. - 4 activities by Q4	Conducted seven (7) activities in connection with Women's Month Celebration 2018 1. Kick Off activity 2. Exhibit on Women Heroes 3. On the Spot Poster Making Contest on " We Make Change Work for Women" 4. Livelihood Seminar on Paper Recycling conducted by the TLRC for both female employees and clients 5. Health and Wellness Fair for employees and clients 6. Exhibit/ set up of entries for the Poster Making Contest 7. Conduct of "The Way to Happiness" seminar. More than 30 male and female employees attended said activities.	250,000.00	784,836.91	GFPS and Human Resource Development Division	Done: For the seven (7) activities for both employees and clients, supplies and materials amounted to P145,100.00. cost of T-Shirts for Women's Month 2018 which will also be used in 2019 amounted to P155,760.00, training honoraria inclusive of salary attribution totalled P374,626.91 and meals at P109,350.00

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
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PVAO GAD BUDGET										
							6,691,000.00	10,321,470.09		

ATTRIBUTED PROGRAM										
Project	Brief Description	Project Development Score	Project Management Score	Monitoring and Evaluation	GAD Score	Interpretation	% GAD Attribution			GAD Attributable Budget Amount
PVAO Education and Training (PET) Program	The program evaluated is the PVAO Education and Training (PET) Program for 2013	16	7.5	4	11.5	Project design is gender responsive. Project Management, monitoring and evaluation is gender sensitive.	50%			P1,531,000.00 (50% of the approved P3,062,000.00)
TOTAL PVAO GAD BUDGET										11,852,470.09

PREPARED BY:  RAUL Z. CABALLES Deputy Administrator and Chairperson, PVAO GAD Focal Point System	APPROVED BY:  ERNESTO G. CAROLINA Administrator	DATE:
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