

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET  
FY 2019**

<b>Sequence No.:</b> 2019-007235				
<b>Organization:</b> Philippine Veterans Affairs Office			<b>Organization Category:</b> National Government, Attached Agency	
<b>Organization Hierarchy:</b> Department of National Defense, Philippine Veterans Affairs Office				
<b>Total Budget/GAA of Organization:</b>	554,814,000.00			
<b>Total GAD Budget</b>	118,558,500.00	<b>Primary Sources</b>	118,558,500.00	
		<b>Other Sources</b>	0.00	
<b>% of GAD Allocation:</b>	21.37%			

	<b>Gender Issue /GAD Mandate</b>	<b>Cause of Gender Issue</b>	<b>GAD Result Statement /GAD Objective</b>	<b>Relevant Organization MFO/PAP or PPA</b>	<b>GAD Activity</b>	<b>Performance Indicators /Targets</b>	<b>GAD Budget</b>	<b>Source of Budget</b>	<b>Responsible Unit /Office</b>
	1	2	3	4	5	6	7	8	9
<b>CLIENT-FOCUSED ACTIVITIES</b>									



**THIS IS TO CERTIFY THAT THIS DOCUMENT HAS BEEN  
ADJUSTED AND ENDORSED THROUGH THE GMMS**



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	1	2	3	4	5	6	7	8	9
1	Low level of awareness and understanding of GAD laws, issues and concerns including those related to Women, Peace and Security among client-veterans and employees	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: Management of Veterans Affairs	Setting of Help Desk for Women during Medical Missions, Assemblies, Conventions and Organizational Meetings as venue for conducting GAD related surveys	Conduct of GAD related surveys and informal orientation about GAD concepts during at least 4 medical missions, assemblies, conventions and organizational meetings - by Q4	200,000.00	GAA	Veterans Affairs Management Division



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2	Low level of awareness and understanding of GAD laws, issues and concerns including those related to Women, Peace and Security among client-veterans and employees	Limited publication of IEC materials and info campaign	To widen appreciation of GAD concepts, issues and concerns among the external and internal clients of PVAO	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 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 - Per quarter  20,000 copies of GAD related flyers/ brochures/handouts produced and published - By end of year  Two (2) GAD exhibits set: Women's Month (March) and 18-day Campaign to End VAW (between November 25 to December 12 - By Q4	670,000.00	GAA	Public Affairs Office (PAO)



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3	Low level of awareness and understanding of GAD laws, issues and concerns including those related to Women, Peace and Security among client-veterans and employees	Limited publication of IEC materials and info campaign	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 short videos on empowered women and women veterans	At least two (2) GAD-related videos produced and uploaded on our website and social media accounts - by Q4	150,000.00	GAA	Public Affairs Office (PAO)
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: Management of Veterans Affairs	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 8 meetings -By end of Q4	100,000.00	GAA	Veterans Affairs Management Division



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5	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: Management of Veterans Affairs	Conduct of surveys for members of the Filipino Veterans Community and their families to surface gender issues and concerns on their socio-economic status including those living in conflict areas	Two(2) PVAO Survey Reports with recommendations to address gender issues submitted and presented to MANCOM- By Q4	200,000.00	GAA	Veterans Affairs Management Division
6	Gender issues and concerns of women pensioners including those living in conflict areas 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: Management of Veterans Affairs	Conduct Coordinative Meetings with orientations on NAPWSPS with Filipino Veterans Communities and their families every quarter or 12 meetings by the end of Q4	At least three (3) Coordinative Meetings and orientations on NAPWPS held with Filipino Veterans Communities every quarter or 8 meetings- By end of Q4	100,000.00	GAA	Veterans Affairs Management Division



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7	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 on and recognize the role of women in the war history of our nation	MFO: Preservation and Development Services for Military Shrines Propagation of heroic deeds	Presentations and features on women heroes of the Liberation Movement or partners of distinguished heroes/ AFP leaders during commemorative events	Twenty (20) Women Veterans Recognized by PVAO - By Q4  1 Active FB Fan Page featuring Filipina Heroes (with at least 1,000 likes)  Posting of Stories of Filipina Heroes on every GAD Corner of each Division and on PVAO website	400,000.00 250,000.00 6,000.00	GAA GAA GAA	Veterans Memorial and Historical Division
8	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	Human Resource and Devt Division, GFPS



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9	Action Point 10, Pillar 2, NAPWPS 2017 - 2022: Preventive mechanisms and early warning systems in place for women and girls to avert conflict-related violence	Gender issues and concerns of women pensioners are not fully addressed in PVAO programs and projects	Initiatives on gender, peace, security and human rights aimed at building an enabling environment for peace through formal, non-formal, indigenous/cultural education supported	MFO: Administration of Veterans Pensions and Other Benefits	Issuance of policies providing assistance to the surviving spouses and minor children in support of the state's program on poverty alleviation	No. of policies providing fast track lanes for the provision of benefits of surviving spouses and minor children approved and implemented	50,000.00	GAA	Claims Division
10	Action Point 10, Pillar 2, NAPWPS 2017 - 2022: Preventive mechanisms and early warning systems in place for women and girls to avert conflict-related violence	Gender issues and concerns of women pensioners are not fully addressed in PVAO programs and projects	Initiatives on gender, peace, security and human rights aimed at building an enabling environment for peace through formal, non-formal, indigenous/cultural education supported	MFO: Administration of Veterans Pensions and Other Benefits	Payments of Total Administrative Disability benefits to veterans and qualified dependents living in conflict areas	No. of Total Administrative Disability payments to veteran-clientele residing in conflict areas	10,000,000.00	GAA	Finance Division



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11	Action Point 10, Pillar 2, NAPWPS 2017 - 2022: Preventive mechanisms and early warning systems in place for women and girls to avert conflict-related violence	Gender issues and concerns of women pensioners are not fully addressed in PVAO programs and projects	Initiatives on gender, peace, security and human rights aimed at building an enabling environment for peace through formal, non-formal, indigenous/cultural education supported	MFO: Administration of Veterans Pensions and Other Benefits	Immediate payment of Death benefits to the surviving spouses, minor children and parents of military personnel / veterans killed in action or died secondary to a service-connected illness living in conflict areas	No. of Death benefits paid to the qualified dependents of veterans / military personnel killed in action or died secondary to a service-connected illness living in conflict areas	41,000,000.00	GAA	Finance Division
<b>ORGANIZATION-FOCUSED ACTIVITIES</b>									
12	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 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	One (1) Seminar / Lay fora conducted. Changes in knowledge, attitude and skills on GAD-related health issues and reproductive rights - By Q4	60,000.00	GAA	Human Resource Development Division / GFPS





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13	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	Two (2) MOVE activities conducted/supported with at least 15 male employees attendees - By Q4	50,000.00	GAA	Human Resource Development Division / GFPS
14	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 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. - - One (1) seminar/workshop by Q4 with 80 participants - Male (40) Female (40)	200,000.00	GAA	Human Resource Development Division / GFPS



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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	GFPS/TWG - Planning and Budgeting Workshop/Session for the PVAO GAD Plan and Budget for 2020 and GAR AR for 2019.	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	GFPS / TWG



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16	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	GFPS/TWG Workshop on HGDG for the 4 major program of PVAO (3 or 4 MFOs)	Workshop 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 on 4 programs assessed - - 40 participants - Male (20) Female (20)	200,000.00	GAA	GFPS / TWG
17	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	Gadvocate talk 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 /TWG



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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 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 -- One (1) seminar/workshop by Q4 with 80 participants - Male (40) Female (40)	200,000.00	GAA	Human Resource Development Division / GFPS
19	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	To establish a functional GAD database in support of gender-responsive plans and programs in PVAO.	MFO: Administration of Veterans Pensions and Other Benefits	Enhancement and maintenance of sex-disaggregated databases on: (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 on PVAO employees, veterans and their dependents and beneficiaries of PVAO Benefits and Programs including those in conflict areas- By Q4	400,000.00	GAA	Management Information Division / Human Resource Development Division



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20	Action Point 13: Sustained awareness and undersatnding of duty bearers on NAP WPS through its integration in the GAD Framework	Lack of knowledge and skills on MCW and NAPWPS	Continuous and progressive capacity development programs, particularly those specific to WPS, CEDAW, economic and political empowerment of women in post-conflict reconstruction and gender and transitional justice	MFO: General Administration and Support Services	Attendance to MCW Seminar-Workshop conducted by other government agencies	One seminar on MCW attended by at least 10 GFPS/TWG- By Q4	50,000.00	GAA	Human Resource Development Division / GFPS
21	Action Point 14: Mainstreaming of NAPWPS in existing relevant national and local mechanisms	Lack of integration of WPS mandate in the Agency's mainstreaming efforts	Institutionalization of the inclusion of NAPWPS in GPBs and GAD Ars	MFO: General Administration and Support Services	Harmonization of WPS mandate in GAD Plan and Budget	Completion of Harmonized GPB- By Q4	50,000.00	GAA	Planning and Management Division / GFPS
22	Action Point 14: Mainstreaming of NAPWPS in existing relevant national and local mechanisms	Lack of integration of WPS mandate in the Agency's mainstreaming efforts	Institutionalization of the inclusion of NAPWPS in GPBs and GAD Ars	MFO: General Administration and Support Services	Implementation of the NAPWPS mandate in the GPB	WPS initiative completed and documented in the GAD AR- By Q4	30,000.00	GAA	Human Resource Development Division / GFPS



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23	Action Point 14: Mainstreaming of NAPWPS in existing relevant national and local mechanisms	Lack of integration of WPS mandate in the Agency's mainstreaming efforts	Agency policy and programmatic review and enhancement	MFO: General Administration and Support Services	Conduct of NAPWPS and GAD review and Audit	Completion of Audit report on the WPS and GAD accomplishments- By Q4	30,000.00	GAA	Planning and Management Division / GFPS
24	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 18-Day Campaign to End VAW	No. of activities conducted/participatedNo. 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	Human Resource Development Division / GFPS



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25	Pillar No. Action Point NAPWPS 2017 -2022: Areas affected and/or prone to conflict situations brought about by insurgency, tribal wars, rido, etc. and possible vulnerabilities of women in these contexts identified	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	Sex and conflict disaggregation of data is practiced by the Agency	MFO: Filipino veterans Empowered -Veterans Welfare and Benefits Administration Program	Create a database and regular updating on the list of conflict areas.	Updated list of conflict areas	50,000.00	GAA	GFPS / Management Information Division
<b>ATTRIBUTED PROGRAM</b>									
26					PVAO Education and Training Program		1,531,000.00	GAA	Human Resource and Development Division
27					Veterans Hospitalization and Medical Care Program		50,000,000.00	GAA	Claims Division
28					Project UNITAS (Management of Veterans Affaris)		11,581,500.00	GAA	Veterans Affairs Management Division
<b>SUB-TOTAL</b>							118,558,500.00	GAA	
<b>TOTAL GAD BUDGET</b>							118,558,500.00		



Prepared By:	Approved By:	Date
		03/22/2019

