

**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT  
FY 2019**

<b>Reference:</b> Direct Encoding (No GPB in database)			
<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>Actual GAD Expenditure</b>	256,370,178.83	<b>Original Budget</b>	118,208,500.00
		<b>% Utilization of Budget</b>	216.88
<b>% Utilization of Original</b>	0.00		
<b>% of GAD Expenditure:</b>	46.21%		

	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Remarks
	1	2	3	4	5	6	7	8	9	10	11
<b>CLIENT-FOCUSED ACTIVITIES</b>											
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	Established/Set up 10 Help Desks: 1. General Membership Meeting of PAWWPO - Bustos, Bulacan (19 January 2019) 2. PIA Veterans Event - Fernando Air Base, Batangas (20 February 2019) 3. PVAO-VMC-VFP Medical Mission-Basa Air Base, Pampanga (25 March 2019) 4. AFP Retirees and Veterans Convention - Alitay, La Union (29 March 2019) 5. VMCM Medical Mission - Puerto Princesa City (31 May 2019) 6. FILVETS Medical Mission - Silang, Cavite (16 July 2019) 7. Kiangari Hugao (02 September 2019) 8. AFP Retirees and Veterans Convention - Pili, Camarines Sur (11 October 2019) 9. PIA Medical Mission - Davao City (25 October 2019) 10. VFP 78th Ad Interim Supreme Council Meeting (25 November 2019) Conducted 175 survey activities: At the Field Service Extension Offices (FSEOs) = 167 During Veterans related events = 8 During medical missions and other veterans-related engagements, the Veterans Affairs Management Division (VAMD) sets up Veterans Help Desk pursuant to PVAO Quality Policy and the agency Gender and Development Program. Women's Desk is among the Services/Program Area of the Veterans Help Desk. Personnel of the VAMD that has undergone Gender Sensitivity Training provide assistance to the various concerns of women. In a large crowd engagement, the target number of respondents is 10% of the attendees. The orientation is being conducted during information drive and conduct of PVAO Survey. In the case of the Medical Mission conducted on 31 May 2019 at WESCOM, Puerto Princesa City, Palawan PVAO representatives conducted information drive and PVAO Survey while the Mission have not yet begun. During the course of interview with clients, sex aggregated data or SAD was being captured. It does not only focus on their issues and concerns regarding PVAO programs for veterans and members of the Filipino Veterans Community, but also captures their personal data, economic status, household arrangements, etc. The survey results is being presented/reported to the PVAO Management Committee, and management takes action on concerns reported. *Among the specific GAD concepts discussed during orientations is access to information and resources in such a way that all genders have equal access and that there is no discrimination. This way, men and women veterans are empowered about their participation in nation building as members of the Veterans Federation of the Philippines (VFP) through its Affiliate Veteran Organization in their locality, the Philippine Air Force Retirees Association of Palawan, Inc. (PAFRAPI). The resource person is Ms. Lorenza Fabellon, PVAO GAD trainer and Head, Making Change Work for Women Team of the PVAO GAD-TWG. These GAD related activities are being undertaken by VAMD for a minimum of one (1) day and could last up to three (3) days depending on the area and number of participants.	200,000.00 GAA	238,887.90 GAA	Veterans Affairs Management Division	Done. Variance of P38,887.90 is attributed to more activities and personnel involved in the conduct of survey in view of the 4 targets for FY 2019.



	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Remarks
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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	1.) 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 2.) 20,000 copies of GAD related flyers/ brochures/handouts produced and published - By end of year 3.) Two (2) GAD exhibits set: Women's Month (March) and 18-day Campaign to End VAW (between November 25 to December 12 - By Q4	1.) Published three (3) PVAO Bulletin with one (1) GAD write up each and circulated nationwide Procurement of PVAO Bulletin amounted to P125,000.00 per quarter or P500,000.00 per year for 20, 000 copies.With the production of PVAO Bulletin,there is increased level of knowledge and awareness of readers on the role of women in nation building and other GAD related articles published in PVAO Bulletin. The Public Affairs Office publishes GAD related articles every quarter through the publication of the PVAOBulletin,a quarterly magazine. These articles revolve around GAD-related activities conducted by PVAO or GAD activities hosted by other organizations which PVAO covers regularly, the Head PAO, being an active member of the GAD-WTG. Highlighted in these articles are empowered women who advocate for gender equality and sensitivity, messages that calls for women empowerment and women's rights. These articles are considered IEC on GAD as they provide reliable and accessible information that builds a better understanding of gender equality and women empowerment. 2.) Disseminated 18,000 flyers on Veterans Hospitalization and Medical Care Program (VHMCP), which benefits mostly veterans' spouses and children during the 29 Kabisig Philippine Government Expo and Trade Fair in Tinoma Activity Center, Quzoon City, Independence Day 2019 Government Expo in Rizal Park, Manila, and in various technical outreach activities and veterans organization meetings. * Produced 2,000 posters/handouts/certificates for the 2019 Photography Contest on "We Make Change Work for Women in Filipino Veterans Community". Uploaded electronic information regarding the said activity in various social media accounts . Received a total of 24 entries to the said photocontest. Supplies and materials for the printing of flyers amounted to P161,000.00. (Breakdown: 22pcs. of Fuji Xerox Color Toners amounted to P154,000.00 46 reams of bond P7,000.00) All of these activities led to the increased level of knowledge and awareness of veterans and their beneficiaries on VHMCP, GAD programs,laws and policies on womens rights , and advance the PVAO GAD Agenda. 3.) As against the target of two (2) GAD exhibits, three (3) GAD exhibits were set up as follows: a. one (1) photo exhibit of GAD/Vocacy Talk Speakers with their message for the Women's Month and NAPWPS one (1) photo exhibit of infographics, statistics, and facts about violence against women for the 18 Day-Day Campaign to End VAW and the other was the exhibit of entries to the photography contest held by PVAO for the Women's Month. Supplies and materials for setting up of GAD Exhibits amounted to P5,000.00 ( 10 Photo Prints x P500/photo print P5,000.00) Annual salary attribution of four (4) personnel involved in the activities from January to December amounted to P35,625.31 (Layout Artist P16,341.00 Technical Writer P9,804.48, Photographer P8,716.56 and review by Head, PAO P763.27) All of these activities contributed to the promotion of GAD programs, laws, policies, issuances during National Women's Month and 18-Day Campaign to End VAW. b. During Women's Month, photos of GAD/Vocacy Talk Speakers who provided messages to PVAO employees during its GAD/Vocacy Talk Series, together with their respective message/quote, were displayed at the Mabini foyer. At the same time, photographs of the winners of the Photography contest held by PVAO were displayed at the PVAO Covered Court. Meanwhile, during the exhibit for the 18 Day-Day Campaign to End VAW, statistics, infographics and facts about violence against women were displayed at the PVAO Covered Court. These exhibits were set up to highlight empowered women and their encouraging messages about gender equality. The exhibit also provided an avenue for PVAO employees to be aware of facts and statistics relating to violence against women. As the photos were visually appealing and the texts, facts, statistics and messages were short and succinct, the attention of the attendees were easily caught and the message were easily read and understood. Overall, employees gained an increased level of awareness on GAD programs and increased sensitivity to the gender issues and women empowerment.	670,000.00 GAA	700,862.04 GAA	Public Affairs Office (PAO)	Done. Variance of P30,862.00 is attributed to amount of supplies and materials.
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	Two (2) GAD-related videos produced and uploaded to PVAO's website, YouTube channel, and social media accounts. Annual salary attribution for four (4) personnel involved in the activity amounted to P5,992.38 ( Video Editor = P4,358.28 Videographer = P817.05 and Photographer = P817.05 and review by the Head, Public Affairs Office = P763.27). The two (2) GAD-related video produced by PVAO contained the GAD/Vocacy Talk Series of Congresswoman Bernadette Sy and the GAD/Vocacy Talk Series of Philippine Business Coalition for Women Empowerment (PBCWE) Executive Director Julia Abad. Congresswoman Sy discussed about the bills and laws that greatly benefit women while PBCWE Executive Director Abad talked about gender equality in the workplace. b. Cong. Sy's video was approved on May 5, 2019 and was uploaded on YouTube on May 6, 2019. It has 77 views. c. Executive Director Abad's video was approved on Dec 27, 2019 and was uploaded on YouTube on January 2, 2020. It has 34 views.	150,000.00 GAA	6,755.65 GAA	Public Affairs Office (PAO)	Done. Variance of P144,007.62 due to lower cost of the production of videos and its distribution.
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 Unilas)	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	Conducted 14 coordinative meetings as follows: Q1 = 1 One (1) General Membership Meeting of the Philippine Association of War Widows, Parents and Orphans, Inc. -19 January 2019 Q2 = 5 Five (5) Coordinating Meetings with PAFRAP, REMEPAI and VFP Posts for the conduct of Medical Mission - Puerto Prinsesa City, Palawan-30 May 2019 Q3 = 5 Coordinating Meetings with PEFTOK Veterans Association, Inc. - 27 July 2019 ECGLA Veterans Association, Inc. - 14 September 2019 Kiangnan, Iugao Event-01-02 September 2019 VFP Region 12 President (ARMM) -19 September 2019 PAWWPO -19 September 2019 Q4 = 3 Dialogue Engagement with FILVETS -06 November 2019 Dialogue and Survey with Pensioners - Tagbilaran City, Bohol -15 November 2019 Dialogue with PAFRETA -24 October 2019 The Filipino War Veterans Foundation, Inc. (FILVETS) has been a long time partner of PVAO in empowering the men and women veterans of the FIVC including its dependents. Consultative meeting with FILVETS focused on improvements in program implementation, submission of Program of Expenditure for 2M fund support which will alleviate the status of both men and women veterans and preparation of MOA for their review on the items in agreement. PVAO has agreed to support the following programs for the Filipino Veterans Community: 1. Two (2) Medical Missions per Quarter, FY 2020. Training Skills/Technical-Vocational 3. Medical Outreach Clinics and 4. Cataract Surgery It has always been a challenge for PVAO to provide the medical care and treatment of members of the Filipino Veterans Community especially those located in far flung areas or in the provinces. Apart from the VHMCP, PVAO engaged FILVETS to further reach out to its stakeholders. During medical missions, it is an opportunity for PVAO to document needs, aspirations, and issues/concerns of the Filipino Veterans Community since they are already assembled, and through the setting up of Veterans Help Desks, we emphasized that a very important component of our help desk is the Women's Desk. Based on PVAO data, about 60% of our Old Age pensioners are surviving spouses, hence there is a need to capture much needed data from the sector of the surviving spouses.	100,000.00 GAA	70,659.69 GAA	Veterans Affairs Management Division	Done. Variance of P29,340.31 due to other meal expenses shouldered by the Veterans Federation of the Philippines (VFP).
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	Presented four (4) survey results to ManCom in 2019 since surveys and reporting were done quarterly. Number of Respondents: 2,204 Item 12 of the Memorandum of Chief, Claims Division to All Heads of Field Service Extension Offices (FSEOs) dated 28 August 2019: Highlights of the survey include the implementation of the Veterans Hospitalization and Medical Care Program, there are still a large number of veterans and their legal dependents who are unaware of the benefits that they are entitled to receive in terms of hospitalization and medical care. Some of the beneficiaries were being given inaccurate information while some did not even know that such benefits exist. For the plans and ongoing efforts to address identified gender issues, the Chief, Claims Division directed all Heads of FSEOs to comply with the memorandum dated 27 August 2019 on the subject: Conduct of a Massive Information Dissemination on the VHMCP in your Locality.	200,000.00 GAA	68,502.30 GAA	Veterans Affairs Management Division	Done. Variance of P131,497.7 due to lower amount of expenses incurred in collating/tabulating, analyzing/interpreting and presenting the output to MANCOM.
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 NAPWPS with Filipino Veterans Communities and their families every quarter	At least three (3) Coordinative Meetings and orientations on NAPWPS held with Filipino Veterans Communities every quarter or 8 meetings- By end of Q4	Conducted five (5) Coordinative Meetings as follows: 1. PAWWPO-15 January 2019 2. Information Drive with Orientation on NAPWPS held in WESCOM with the members of the Filipino Veterans Community - Puerto Prinsesa City, Palawan- 31 May 2019 3. AFP Retirees and Veterans Convention 3rd Leg - Pili, Camarines Sur- 11 October 2019 4. Annual Provincial Assembly of Veterans of the Province of Bohol - Pringlarian City, Bohol- 15 November 2019 5. 18th General Assembly of PAFRAP - Puerto Prinsesa City, Palawan- 08 December 2019 Target of 12 meetings was not attained due to the earthquake in April 2019. Flight to Antique for the 2nd leg of AFP Retirees and Veterans Convention was cancelled since the Clark International Airport was damaged due to the said earthquake. The flights were booked Clark-San Jose, Antique and returning San Jose, Antique to Clark. FILVETS conducted only one (1) Medical Mission where PVAO participated (Bulhan, Silang, Cavite). The third leg of the AFP Retirees and Veterans Convention were conducted in Sultan Kudarat. Due to high risk and security concerns, the Administrator, PVAO did not allow or authorize the Agency's participation. For the results/findings during consultative meetings, it has always been that members of Filipino Veterans Community do not have "access" to information about their rights as members of the Veterans Federation of the Philippines. Another finding is that statistics that only 35% of the total number of pensioners are members of the VFP. Deliberate efforts needs to be done through information or education campaign to the remaining 65% under the Federation. To address this, VAMM prepared flyers on the VFP for distribution during engagements through the Veterans Help Desks. For the plans and ongoing efforts to address identified gender issues, especially in the FSEOs, policy guidelines had been prepared, and was approved as PVAO Office Order No 19-08 dated 07 June 2019. There is a plan to increase engagements through FILVETS program in FY 2020 to address identified and emerging gender issues.	100,000.00 GAA	90,668.15 GAA	Veterans Affairs Management Division	Done. Variance of P9,331.85 due to lower meeting/ coordinating expenses incurred.





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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	1. Lecture on Women's Health Awareness - March 13, 2019 - 51 pax(Honoraria and meals @ P12,000.00 : salary attribution @ P17,047.26) 2. Seminar on Accupressure for Health - March 26, 2019 -31 pax(Honorarium @ P30,000.00, meals and materials @ P14,000.00, salaryattribution @ P13,816.08) 3. "Longevity and Youngevity" March 29, 2019 - 37 pax (Honorarium @ P3,000.00, meals and materials @ P2,695.00) 4. Health and Wellness lectures during Town Healthings and Fellowship - April 30, 2019 - 28 pax May 31, 2019 - 25pax June 28, 2019 - 25 pax July 26, 2019 - 32 pax August 28, 2019 - 25pax and September 24, 2019 -20 pax Meals @ P20,000.00 and salaryattribution @ P35,557.06 5. Attendance to the Consultation-Workshop of the United Nations Open-Ended Working Group for the Protection of Human Rights of Older Persons - October 24, 2019 - 2 pax Salary attribution @ P3,855.68 Activities 2-4 are considered asdirectGAD activitiesbecauseattendance to thesaid activities directlyaddresswomen'shealth concerns.After-activity consultations on health issues are also being undertaken with fellowparticipants widene's understanding onhealth topics related toGAD. With health promotion, healthy minds and healthybodyenablesone to contributemore toorganizational and even national development.	60,000.00 GAA	151,971.08 GAA	Human Resource Development Division / GFPS	Done. Variance of P91,971.08 L33 is due to purchase of materials, meals, honoraria, salary attribution of employees involved in various activities conducted. Please note that the target is to conduct only one (1) seminar / lay fora on GAD Health related topics but PVAO was able to conduct/ participate in four (4) activities within the year and not only during Q4 due to the availability of training providers.
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	*Conducted / supported six (6) MOVE activities fifty five (55) male employees in attendance: 1. Conducted I MOVE Orientation / Meeting on 04 July (5 male pax) and 25 July (5 male pax) - salary attribution @ P3,035.16 2. Attended the 3-day offsite DND-WIDE MOVE Orientation -on 28-29 August (3 male pax) - salary attribution @ P8,801.10 NOTE:PVAO employee elected as the DND-Wide MOVE President 3. Conducted Cascading Session of the MOVE Orientation on 12 Sept. for 24 pax, 15 male pax in attendance (salary attribution @ P11,062.72) 4. Conducted MOVE lectures during Town Hall Meetings and Fellowship on 28 October and 22 November for a total of 21 male employees(Salary attribution P13,113.58) 5. Put up the MOVE exhibit on basicgadgets to protect women and girls during the Kick Off activity of the 18 Day Campaign to End VAW last 25 November 2019. Two hundred twenty (220) whistles were distributed to those who visited the exhibit area (Cost of whistles - P4,320.00 salary attribution P2,622.44) 6. Participated in the MOVE Solidarity Fun walk activity entitled "Kilos, Lakad, Wakasan ang Karahasan sa Kababaihan" on December 12, 2019 with 20 participants of which six (6) are male employees (Meals - P4,000.00, salary attribution 4,456.60) During and after the conduct of meetings/orientations, more male employeesbecome aware of the roles that they need to playto protect women from all forms of violence. They were also participative and shared ideas ontasks which can be undertakenbyMOVE to make ita fully functioningcommittee.*	50,000.00 GAA	51,431.50 GAA	Human Resource Development Division / GFPS	Done. The minimal variance of P1,431.5 is due to meals and salary attribution of employees involved in 6 MOVE activities as compared to the targeted implementation of only 2 activities.
14	GFPS and staff of PVAO lack the capability to address or respond to gender issues of clients.	Lack ofGAD related 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)	*ConductedGender Analysis Seminar on 02-03 December 2019 with30 GADFPSand GAD TWG members asparticipants - in-house/Honorarium @ P33,000.00 meals @ P28,000.00 and salary attribution @ P83,266.50). This seminar increased the level of knowledge andawarenessofGFPS and TWG members on the concept and applicationofGAD tools on gender audit. The gender analysisseminar alsotarget participants, the importance of skills andtools to surface gender concerns so thatthey can be addressed.MOVson Sex -disaggregated dataare hereto attached as scanned file "Summary of Sex Disaggregated Data of Participants CY 2019" .The MOV's for topics discussed during gender analysis are likewise attachedas2019 GENDER ANALYSIS training design-PVAO"HAND OUTS gender analysis models, HAND OUTSrevised intro to gender analysis. The target of 80 participants was not achieved due to typhoon which led to the cancellation of thesecond batch.	200,000.00 GAA	144,266.50 GAA	Human Resource Development Division / GFPS	Done. Variance of P55,733.5 attributed to lower cost of seminar expenses.
15	GFPS and staff of PVAO lack the capability to address or respond to gender issues of clients.	Lack ofGAD related 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).	Attended/ conducted six (6)seminarsrelevanttoGADPlanning and Budgeting . Total number of attendees =51 1. Conducted GAD Planning and Budget Workshop May 28,201918 pax (Meals @ P8,050 salary attribution @ P25,309.97) 2. Attended/Crafting of the DND GADAgenda FY 2020-2025 * September 3 to 5, 2019 2 pax (Salary attribution @ P18,507.27) 3. Attended the2019 National GAD Budget Forum September 6, 2019 2 pax (Salary attribution @ P4,816.19) 4. Conducted Cascading Session on the 2019 National GAD Budget Forum September 12, 2019 24 pax (meals @P2,400.00 and salary attribution @ P11,062.72) 5. Attended the GAD Planning, Budgeting and Auditing Seminar November 11-13, 20191 pax training fee @ P8,000.00 salary attribution @ P5,541.42 The aboveactivities enhanced the skill in crafting GBP ,preparation of GAD AR,analyzing gender policies, tools and concepts, and formulating and implementing GAD programs and projects.PVAO is Level 4 in GMEF assessment. MOV's for Sex -disaggregated data - are hereto attached as scanned file "Summary of Sex Disaggregated Data of Participants CY 2019	200,000.00 GAA	81,707.57 GAA	GFPS / TWG	Done. Variance of P118,292.43 attributed to lower seminars expenses due to 4 out of 6 activities are free seminars.
16	GFPS and staff of PVAO lack the capability to address or respond to gender issues of clients.	Lack ofGAD relatedtrainings	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 (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)	Conducted the Harmonized Gender and Development Guidelines (HGDG)Workshop for 20 members of GAD FPs and TWG on 21-22 March(Meals for 2 days @ P17,500.00 SME Honorarium @ P38,500.00 and salary attribution of P58,286.34) Conducted validationactivities ofMeans of Verification(MOVs) through HGDG toolonApril 15 & May 10, 2019-20 attendees to the HGDG Workshopconsolidated theirrespective MOVs.The session was conducted amongGAD FPS and TWG members/division representatives only hence the target of40 partipants was not achieved. Salary attribution:April 15 - P14,027.83 P 800.00 - meals May 10 - P12,195.65 P1300.00 meals The activityincreased the knowledge and understanding of GFPS and TWG on the tools and concepts of HGDGwhich capacitated them to attribute four (4)of its major programs : 1.PVAO Education andTraining Program,2.Project UNITAS,3. Veterans Welfare and Benefits Administration - Adjudication of Pension Claim, and4. Veterans Memorial and Historical Preservation . The netimpacis the higher projectedGADpercent utilization as the big ticket programs havebeen attributedto GAD. For theMOV's for Sex -disaggregated data - refer to scanned file "Summary of Sex Disaggregated Data of Participants CY 2019"	200,000.00 GAA	142,609.82 GAA	GFPS / TWG	Done. Variance of P57,390.18 attributed to lower cost of training expenses.
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	1. Facilitated the successful conduct of three (3) GADvocacy Talks of the following women leaders in PVAO : Rep. Bernadette Herrera-Dy (May 2019) Focus: Bills and laws on women - anti-Cat Calling, Anti- Sexual Harassment, Expanded Maternity Leave Law Director Nathalie Lourdes Verceles of the UP Institute on Women and Gender Studies (June 2019) Focus: Women Empowerment, SOGIE Bill, Safe Spaces Act Executive Director Julia Andrea Abad of the Phil. Business Coalition for Women Empowerment (Dec. 2019) Focus: Gender Diversity, Equality, Inclusivity and Women Empowerment as key concepts to avert all forms of violence against women NOTE: Minimum of 250 employees per GADvocacy Talk activity/ an estimated total of 750 employees with increased knowledge on laws, policies and updates related to women, peace and security among others Salary attribution for the 3 GADvocacy Talks: 750 x P235.84 = P176,880.00 2. Attended the National Conference on Women: Making Change Work for Women on 08 March - 1 pax (salary attribution @ P4,321.95 3. Forum on Human Rights in Times of War 4. Attended the Anti-Vaw Expo 2019 on 27 November - 10 participants (meals @ P2,509.10 and salary attribution @ P4,130.52) 5. Attended the 11th Annual Conference: Understanding Intersections, Shaping Interventions-Gender, Sexuality and Student/Youth Well Being on 18-19 November- 2 participants (Seminar fee @ P7,000.00 and salary attribution @ P6,469.82) GADvocacy Talks are inspirational talks from empowered women leaders. Each activity did notably increase the level of knowledge and awareness of PVAO employees and clients on laws, policies, issuances and programs on gender equality and empowerment but also inspired employees and management to adopt the same advocacies to invited women leaders and give support and cooperation to all GAD activities.	300,000.00 GAA	294,636.39 GAA	GFPS / TWG	Done. Variance of P5,363.61 attributed to meals and salaries of employees who attended the activities.
18	GFPS and staff of PVAO lack the capability to address or respond to gender issues of clients.	Lack ofGAD related 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)	Attendance to the Gender Mainstreaming Summit free of charge on October 28 and 29, 2019- 3 participants (Salary attribution @ P16,034.76). Cascading session toten (10) members of the GAD-TWG was conducted bringing the total of participants to 13. The Gender Mainstreaming Seminar was not conducted hence the target of 80 participants was not achieved but instead, a total of 13 participants only. The three (3) major topics discussed by experts on their respective fields during the summit include 1. Gender Based Violence and Economic Exclusion, 2. Sexual and Reproductive Health and 3. Trafficking in Persons and Child Labor. Demographics / statistical data on these areas were presented and through breakout sessions, groups submitted a report on how to mainstream efforts towards better policy development and best practices that can be adopted. The latter had been shared to the GAD-TWG members. Aside from deeper understanding of above mentioned topics, an awareness of statistics on various parts of our country in relation to gender concerns / challenges have been brought to fore. This awareness breaks personal judgment and biases and leads to a clear view on how to truly address gender issues.	200,000.00 GAA	16,034.76 GAA	Human Resource Development Division / GFPS	Done. Variance of P183,965.24 is due to attendance to the offsite Gender Mainstreaming Summit free of charge and non conduct of in-house seminar for lack of material time.





	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Remarks
	1	2	3	4	5	6	7	8	9	10	11
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 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	Enhanced these sex-disaggregated database of PVAO as follows: Q1 -2,347 records updated/encoded sex-disaggregated data prepared regarding veteran clientele 352records of employees updated and encoded Q2-2,234 records Updated/recorded sex-disaggregated data prepared on veteran-clientele 341 records of employees updated and encoded Q3 - 2,761 records updated/encoded sex-disaggregated data prepared on veteran-clientele, including those in conflict areas 337records of employees updated and encoded Q4 -2,609 records updated/encoded sex-disaggregated data prepared on veteran-clientele including those in conflict areas 340records of employees updated and encoded Salary attribution: P36, 271.15" The PVAO database was utilized to store information regarding our veterans and their dependents and in processing applications for pension and non-pension benefits. It is also used in preparing payments and remittances to PVAO serving banks and accredited financial institutions. The present databases being used to generate reports for payment of pension benefits. Almost all employees including the GFPS and even personnel in the Field Service Extension Offices use the database in viewing, updating and generating various reports depending on their access rights. "	50,000.00 GAA	36,271.15 GAA	Management Information Division / Human Resource Development Division	Done. Variance of P13,728.85 attributed to salaries of employees involved in maintaining/updating the sex-disaggregated data bases. Note: The original budget is P400,000.00 but reduced to P50,000.00 per letter to the PCW Chairperson dated 29 March 2019. This changes was reflected in the GMMS.
20	Action Point 13: Sustained awareness and understanding 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	"1. Attended MCW @ 10 with the theme "Empowering the Filipino Women" on 23 August - 1 pax (salary attribution @ P4,321.95 - attended by Dr. Pilar Ibarra, GAD Coordinator 2. Conducted an In-house Orientation/Reorientation/ Cascading Seminar for PVAO- GAD-TWG and other PVAO personnel with topic on MCW on 24 September for 50 pax meals @ P18,000.00 and salary attribution @ P22,627.22) - 3. Seminar on Gender Diversity and Inclusiveness with topic on Magna Carta of Women held last 17 May 2019 at the La Breza Hotel, Quezon City - 2 pax (Course fee @ P15,000.00 and salary attribution @ P13,070.46) - attended by Lilibeth M. Balagat, Head, GAD-TWG and Ms. Aebvee Hipolito, member GAD- TWG and Head, HRD Section The above activities increased the knowledge of thirteen (13) GFPS/TWG participants on MCW and women rights. For M O Vs for Sex -disaggregated data - refer to scanned file "Summary of Sex Disaggregated Data of Participants CY 2019" "	50,000.00 GAA	73,019.63 GAA	Human Resource Development Division / GFPS	Done. Variance of P23,019.63 is due to attendance to three (3) seminars as against the target of just one (1) seminar conducted/attended by GFPS/TWG by Q4.
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	"Harmonized GPB completed in 2019 (Salary attribution @ P13,010.25) MOVs for Sex -disaggregated data - refer to scanned file "Summary of Sex Disaggregated Data of Participants CY 2019. The activity was intermittently conducted for three (3) days wherein sessions were held to integrate the issues and concern women, peace and security in the activities and programs reflected in the GPB of PVAO. The overall impact of this activity to PVAO is that, it gave depth to the value in relating our PAPs to the advocacies of our mother agency, the Department of National Defense and further strengthening gender equality and women empowerment. The activities were participated by members of the PVAO GAD-TWG and personnel from the Budget Section of the Planning and Management Division. "	50,000.00 GAA	13,010.25 GAA	Planning and Management Division / GFPS	Done. Variance of P36,989.75 is because only one (1) personnel was involved in this activity.
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	" 12 NAPWPS meetings attended in DND (Salary attribution @ P12,965.88) * Attendance to the Gender, Peace and Security Forum and Awarding GPS Award on December 12, 2019 - 6 participants who are all members of the GAD-TWG and GFPS (2 Female and 4 male) (Salary attribution @ P16,808.79). The activity increased the knowledge on the importance of institutionalizing NAPWPS in PVAO GPBs and GAD ARs. The mandates of PVAO are inextricably linked to national security; how the state takes care of the veterans and propagate their heroic deeds impact on the motivation of the citizens, especially the youth who must be prepared as the nation's future defenders of peace, justice and prosperity. " PVAO has 3 major programs: Program 1, Provision of timely and adequate pensions and other benefits to show the country's concern for its defenders Program 2, Management of veterans affairs to empower veterans into a well organized & strong lobbying force. Program 3, Propagation of veterans' heroic deeds to sow the seed of love of country All of our programs aim to show that the government takes care of its veterans empower them into a unified and credible community to eventually provide opportunity for them to contribute to nation building give importance to their heroic deeds and motivate and inspire the youth to become future defenders. The role of PVAO in the NAPWPS is primarily based on two NAPWPS Action Points with their corresponding PAPs : 1. Action Point No. 10, Pillar 2: Preventive mechanisms and early warning systems in place for women and girls to avert conflict-related violence a. Provision of policies providing fast track lanes for the provision of benefits of surviving spouses and minor children approved and implemented b. Payment of Death Benefits paid to the qualified dependents of military personnel/veterans killed in action or died secondary to a service-connected illness living in conflict areas (Regions IV, V, VI, VII, VIII, IX, X, XI, XII, XIII, ARMM, CAR) c. Payment of Total Administrative Disability to veteran-clientele residing in conflict areas (Regions IV, V, VI, VII, VIII, IX, X, XI, XII, XIII, ARMM, CAR) This is part of Program no. 1 - PVAO's core activity under program 1 is related to pension and benefits operations. " * 2. Action Point No. 13, Pillar 3: Sustained awareness and understanding of duty bearers on NAPWPS through its integration in the GAD Framework: a. Preservation and maintenance of military shrines b. Conduct and attendance to commemoration of veteran-related events c. Publication and distribution of historical books The is part of Program No. 3 which is the propagation of veterans' heroic deeds to sow the seed of love of country. This Program is done through the following strategic objectives, which are: (i) inspire love of country by developing iconic historical destinations (ii) memorialize the heroism and sacrifices of veterans thru the conduct of commemorative events and, (iii) propagate the heroic deeds of the veterans thru dissemination of historical publications. These are called Kagitingan Builders which comprise of three (3) interconnected phases or sub-projects, namely: (i) the shrines' master development plan to promote the shrines as top tourist destinations using the formula that combines meaningful history and beautiful scenery (ii) the conduct of commemorative events to pursue grassroots ownership shared among the local players-government, academe and private sectors-and the national government agencies and, (iii) increase historical publications, aimed to publicize veterans' heroic deeds, making it worthy for the past and future generations to take pride in our rich historic past and for the youth - the future veterans/defenders - to do their shares in nation-building. The core activities for the first subproject include the preservation and development of ten (10) national military shrines to include the military museums and other reminders of veterans' heroic deeds such as monuments, markers, pylons, etc. National military shrines are edifices that serve as perpetual reminders to the Filipino people that the peace and freedom we enjoy today are not free. Rather, these gifts have been paid for us by the lives and sacrifices of our forebears, our veterans who fought the battles for us. In addition to commercial and economic infrastructure, development of military and national shrines as instruments to inculcate patriotism or love of country is an integral component of nation-building. From these, stems national pride - a collective recognition of our roots and ancestry, of our abilities and uniqueness, of our heritage and culture - all of which motivate us to continue to make this country better. In addition to maintaining national military shrines, program 3 also includes the memorialization of veterans' heroic deeds such as the publication of additional historical books, and the retrieval and digitization of Philippine World War 2 documents from the US national archives. All these contribute in sustaining peace and the rule of law by preserving and promoting military shrines and other reminders that memorialize the heroic deeds of our veterans and constantly remind us that the our current generation enjoys peace and the fruits of democracy because of the sacrifices, gallantry and heroic exploits done for love of country by our veterans. The office is also at the forefront of the publication of historical books aims to cultivate historical development and awareness by supporting researches, documentations and publication of untold stories of past military campaigns and battlefield victories. Another significant accomplishment in terms of memorializing the heroic deeds of our World War 2 heroes was the completion of project on the retrieval and digitization of extant Philippine World War 2 documents and other pertinent records in the US national archives in Maryland which began on June 9, 2015. The commemoration of veterans-related events intensify PVAO advocacy to propagate public appreciation of the veterans' heroic deeds, thereby fostering unity and providing inspiration by developing a sense of national pride especially among the Filipino youth as future defenders of the country. These commemorations are done in coordination with the Local Government Units and the different veterans organizations. "	30,000.00 GAA	29,774.67 GAA	Human Resource Development Division / GFPS	Done. Salaries of P225.33 attributed to salaries of employees attended the activities.
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	NAPWPS and GAD Accomplishments completed in January 2019 Salary attribution @ P18,276.28	30,000.00 GAA	18,276.28 GAA	Planning and Management Division / GFPS	Done. Variance P11,723.72 attributed to few personnel involved in the completion of reports.



	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Remarks
	1	2	3	4	5	6	7	8	9	10	11
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	** Attendance to the Lecture on Emotional Intelligence in Handling Violence and Injustice on November 25, 2019 - 40 participants(Honorarium @ P4,000.00 meals @ 3,500.00 and salary attribution @P13,877.60) *Attendance to the Seminar on Basic Self-Defense on December 11, 2019- 21 participants (meals @ P12,500.00 and salaryattribution @ P9,905.28) * PVAO Kick-Off Activity and End VAW Advocacy Jingle and Clap Contest on November 25, 2019 (prizes, materials and tarpaulins @ P31,366.50) * Radio Guesting at the DWDD on November 25, 2019 * End VAW Exhibit of Basic Gadgets to Protect Women and Girls and Distribution of GAD IEC Materials and Whistle from November 25-December 12, 2019 (purchase of whistles @ P4,320.00) * Gender Analysis Seminar on December 2-3, 2019 (7) GADVocacy Talk by PCBWE Executive Director Julia Andrea R. Abad on December 9, 2019 (meals, plaque & bouquet of the speaker @P11,500.00) * Film Showing of "Hidden Figures" on December 10, 2019 with AM/PM Screening (meals @ P6,000.00) * One Billion Rising Dance Revolution on December 12, 2019 (meals @ P8,000.00) *Anti-VAW Expo on November 27, 2019 (meals @ P2,509.10 and salary attribution@ P4,130.52) * Gender Mainstreaming Symposium on November 28-29, 2019 (salary attribution @ P16,034.76) * "Kilos, Lakad, Wakasan ang Karahasan sa Kababaihan" on December 12, 2019 (meals @ P4,000.00) * GPS Forum on December 12, 2019The observable impact / effect of these activities in the organization is that everyone actively participatedin the End VAW activities from theHead ofAgency to the rank and file and evencontingent personnel(Contract of Service personnel, janitorial andsecurity services). The heightened awareness on women's rights is given, the active participation/ responseto the activitieswas laudable.For the MOVs for Sex -disaggregated data - refer to scanned file **Summary of Sex Disaggregated Data of Participants CY 2019**Increasedlevel of knowledge and awarenessofparticipants on laws, policies, issuances and programs on women's rights. ** Details on sex-disaggregated data, certifications are hereto attached as annexes. *	250,000.00 GAA	131,643.76 GAA	Human Resource Development Division / GFPS	Done. Variance of P118,356.24 attributed to lower cost of materials, meals, and among others for the activities conducted.
25	Pillar No. Action Point NAWPWS 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	* Updated list of conflict areas = 12 regions The updated list of conflict areasintwelve (12) regions of the countryisa steady reference in prioritizing the processing of claims. Its basedon ongoingreports of insurgencies,actual siege, redflag areasor areaswhereterrorist/ anti-governmentgroups are clustered ,etc. As a result ,the needs ofthosewho arein conflict / high riskareas are immediately addressedspecialfamilieswhose relativesare killed - in - action(KIA) Salary attribution @ P16,653.24	50,000.00 GAA	16,653.24 GAA	GFPS / Management Information Division	Done. Variance pf P33,346.76 attributed to the salaries of employees involved in updating the database on the list of conflict areas.
<b>ATTRIBUTED PROGRAM</b>											
26					PVAO EDUCATION AND TRAINING PROGRAM - this program enhances the capabilities of both men and women of PVAO to fully contribute to their organizational and societal roles through the provision of specialized trainings/seminars.			1,531,000.00 GAA	612,400.00 GAA	Human Resource Development Division	Project design is gender-responsive Project Management, monitoring and evaluation is gender-sensitive.
27					Veterans Hospitalization and Medical Care Program - this program provides assistance to men and women beneficiaries through timely delivery of non-pension benefits thru the Veterans Hospitalization and Medical Care Program. The administration of all of these benefits to men and women heroes as well as to their next of kin and eligible beneficiaries convey that the government takes good care of its veterans.			50,000,000.00 GAA	14,600,000.00 GAA	Claims Division	Project design is gender-responsive. Project Management, monitoring and evaluation has promising GAD prospects.
28					VETERANS AFFAIRS MANAGEMENT PROGRAM - this program aims to foster unity within the Filipino Veterans Community by encouraging men and women veterans to join veterans organizations and participate in pushing reforms, enabling them to build an empowered and credible federation. The assignment and participation of women veterans in leadership roles / board membership in various veterans organizations is highlighted to make them equal contributors to policy development and reforms.			11,581,500.00 GAA	3,955,082.25 GAA	Veterans Affairs Management Division	Project design is gender-responsive Project Management, monitoring and evaluation has promising GAD prospects.
<b>SUB-TOTAL</b>								118,208,500.00	256,370,178.83	GAA	
<b>TOTAL</b>								118,208,500.00	256,370,178.83		



Prepared By:	Approved By:	Date
		12/18/2020

