

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2021**

Organization: Philippine Veterans Affairs Office		Organization Category: National Government, Attached Agency		
Organization Hierarchy: Department of National Defense, Philippine Veterans Affairs Office				
Total Budget/GAA of Organization:	842,427,000.00			
Total GAD Budget	261,403,449.50	Primary Sources	261,403,449.50	
		Other Sources	0.00	
% of GAD Allocation:	31.03%			

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



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1	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 of the veteran clientele and PVAO employees on women's role in national development	To increase the knowledge of the veteran clientele and PVAO employees on the laws, policies and other related issues and concerns on gender and development.	MFO: General Administration and Support Services	Conduct of activities /participation in Women's Month Celebration	Seven (7) activities conducted/participated during the Women's Month. Targeted activities: 1. Kick Off Activity for Women's Month (March 1) 2. Radio guesting to promote Women's Month March 1 or 2) 3. Lecturette on Women and Ageing March 12) 4. Film Showing on Gender/Racial Inclusivity Film (March 12) 5. Health Awareness Activity (March 18) 6. Photo Exhibit on Empowered Women (March 1-31) 7. Attendance to Women's Summit/GAD trainings (date to be announced)- At least 30 clients and 300 employees attended various activities during the Women's Month and increase in GAD advocacy learnings and insights from participants as culled from pre and post tests.	158,000.00	GAA	Human Resource Development Division, GFPS



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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 deepen 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 and 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 Online posting ofGADIEC materials atthe PVAOEmployees Online Forumby the end of the year Two(2) GAD exhibits set: Women's Month (March) and 18-day Campaign to End VAW (between November 25 to December 12) - for one (1) year or 5,000 copies per quarter by the end of the year by Q4	686,500.00	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 deepen 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	Production of one (1) GAD-related video on empowered women for posting in PVAO's website and social media accounts. Empowered women are those who occupy pivotal roles in the government sector and who have significantly ushered gender and development in their respective agencies.- At least one (1) GAD-related video uploaded at the PVAOEmployees Online Forum	75,000.00	GAA	Public Affairs Office (PAO)



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4	Low level of awareness and understanding of veterans rights and privileges on claims for pension and non pension benefits	Limited knowledge on veterans rights and privileges on pension and non pension benefits	To increase the understanding of veteran clientele regarding their rights and privileges on claims for pension and non pension benefits	MFO: General Administration and Support Services	Provision of legal assistance for women veteran clientele thru the Women's Desk. Online women's desk shall be availed by women veterans who belong in the vulnerable group (ages 66 and up) who are not allowed to go out or to those who do not have access to transportation going to PVAO office. Irrespective of mode, the same kind of legal assistance for the women veteran clientele shall be accorded with existing policies and regulations.	Provided legal assistance to 5-10 women veteran clientele at the PVAO Women's Desk or online PVAO Women's Desk -by Q4	5,347.00	GAA	Legal Affairs Division (LAD)



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5	"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 to database due to the low level of awareness on the importance of sex-disaggregated data as one the key factors in the formulation of GAD plans and programs and responsive actions to the COVID 19 pandemic	To practice sex disaggregation of data in conflict areas	MFO: Filipino Veterans Empowered - Veterans Welfare and Benefits Administration Program	Create a database containing sex disaggregated data and other gender related data	Created and updated (quarterly) database of conflict areas- quarterly	15,600.00	GAA	Management Information Division/GFPS
ORGANIZATION-FOCUSED ACTIVITIES									



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6	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 and recognizing and addressing gender-based violence	To increase awareness of PVAO officials and employees on women's rights and recognizing and addressing gender-based violence	MFO: General Administration and Support Services	Conduct of activities/ participation on 18-day Campaign to End VAW Target Activities: Kick-Off Activity, Orange Your Icon Activity, Showing of Gender-Based Violence Films and Attendance on seminars and/or webinars that tackles VAWC	Three (3) activities conducted/participated during the 18-Day Campaign period to End VAW. At least 300 officials and employees who participated in GADvocacies. Additional updates, learning and insights gained on how to avoid abuse and violence among women- by Q4. Targeted activities: Kick Off, Orange Your Icon, Showing of Gender-Based Violence Films and Attendance on seminars and/or webinars that tackles VAWC- at least 300 officials and employees - by Q4	50,000.00	GAA	Human Resource Development Division / GFPS



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7	Lack of active involvement of men in GAD activities and Gender mainstreaming efforts	Men have inadequate knowledge and understanding of their role in GAD.	To see more involvement of men in gender mainstreaming	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. Targeted activities - GST for Men (Nov 26), Lakad Para sa Pagwakang Karahasan (Dec 12), and Participation of Men in Anti VAW campaign (Nov 15 onwards). - at least 15 male employees attendees - by Q4	20,000.00	GAA	Human Resource Development Division / GFPS



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8	GFPS and staff of PVAO lack the capability to address or respond to gender issues of clients	Lack of gender trainings on Gender Analysis by the GFPS who lack material time due to executive/managerial workload	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	One seminar-workshop on Gender Analysis by Q4 with 40 participants, 20 Female and 20 Male. Enhanced competencies/increase in knowledge of the GFPS/TWG/Secretariat in identifying issues relevant to the agency mandate as gauged through pre and post tests. One proposed activity submitted to the Administrator on the identified issue as a result of gender analysis by Q4 with forty (40) participants, 20Female and 20 Male. Target topic: Gender Analysis through the Gender at Work Framework- by Q4 with forty (40) participants, 20Female and 20 Male	40,000.00	GAA	Human Resource DevelopmentDivision, GFPS



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9	GFPS and staff of PVAO lack the capability to address or respond to gender issues of clients	Lack of trainings on Gender Responsive Planning and Budgeting by the GFPS who lack material time due to executive/managerial workload	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-Responsive Planning and Budgeting Workshop.	No. of officials and employees who attended the workshop. Enhanced knowledge and skills of participants in the preparation of the Agency's GAD Plan and Budget - At least one (1) seminar conducted by Q4 with 20 participants - Male (10) Female (10).	40,000.00	GAA	Human Resource Development Division, GFPS



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10	GFPS and staff of PVAO lack the capability to address or respond to gender issues of clients	Lack of capacity development gender training on Harmonized Gender and Development Guidelines tool by the GFPS who lack materialtime due to executive/managerial workload	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 3 major programs of PVAO (3 or 4 MFOs)	Workshop on the use of HGDG tool conducted by Q2. Ten (10) female and ten (10) male officials/GFPS and staff who attended the seminar. Enhanced capability to use the HGDG tool on 3 major programs assessed. - by Q2	40,000.00	GAA	Human Resource Development Division, GFPS



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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 in various sectors, straight from empowered women	MFO: General Administration and Support Services	GADvocacy talk on CEDAW, Magna Carta of Women, UNSCRs 1325 & 1820 and national laws and policies related to women, peace and security, and others.	One (1) GADvocacy Talk per quarter or four (4) GADvocacy talks for the year on general gender and development topics such as Women in the Military (Q1), GAD in the Grassroots level (Q2), GAD and the Safe Spaces Act (Q3) and Business Coalition for Women Empowerment (Q4). Number of female and male participants who gained updates/additional knowledge, attitude, skills on laws and policies related to GAD by Q4. - - by Q4	50,000.00	GAA	Human Resource Development Division, GFPS
12	GAD Office lacks adequately trained personnel who will work full time on the GAD program	Limited staff complement to effectively implement the agency's mainstreaming efforts	To assist the GFPS in research and policy development on top of regular administrative tasks	MFO: General Administration and Support Services	Assist the GFPS in research and policy development	One (1) GAD Technical Assistant hired on COS basis at P21,600.00/month(18,000 as budgeted in previous years 20% premium in 2021, subject to availability of funds) - 1 personnel	259,200.00	GAA	Human Resource Development Division



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13	Existing Database is not fully compliant to GAD and COVID-19 requirements	Insufficient attention accorded to database due to the low level of awareness on the importance of sex-disaggregated data as one the key factors in the formulation of GAD plans and programs and responsive actions to the COVID 19 pandemic	To establish a functional GAD and COVID-19 databases in support of gender and COVID-19 responsive plans and programs in PVAO	MFO: MFO 1: Administration of Veterans Pensions and Other Benefits	Enhancement and maintenance of sex-disaggregated databases of: (1) PVAO employees (2) Veteran-clientele and their dependents (3) beneficiaries of PVAO benefits and programs including those in conflict areas	Enhanced sex-disaggregated databases of PVAO employees, veterans and their dependents and beneficiaries of PVAO Benefits and Programs including those in conflict areas by Q4 and to include COVID-19 sex-disaggregated data- by Q4	20,000.00	GAA	Management Information Division / Human Resource Development Division /Claims Division/Veterans Affairs Management Division
14	Action Point 14: Mainstreaming of GPS in existing relevant national and local mechanisms	Lack of integration of WPS mandate in the agency's mainstreaming efforts	To institutionalize the inclusion of NAPWPS in GPBs and GAD ARs	MFO: General Administration and Support Services	Harmonization of WPS mandate in GAD Plan and Budget and AR	Completion of Harmonized GPB and Accomplishment Report on NAPWPS by Q4. Utilization of budget is through salary attribution of personnel who prepare, harmonize and audit the report. - by Q4	50,000.00	GAA	Planning and Management Division/GFPS



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15	Action Point 14: Mainstreaming of GPS in existing relevant national and local mechanisms	Lack of integration of GPS mandate in the agency's mainstreaming efforts	To enhance and review policy on the agency's gender mainstreaming efforts	MFO: General Administration and Support Services	Conduct of NAPWPS and GAD review and audit	GMEF by November. Completion of Audit Report on the WPS and GAD accomplishments by Q2 by the GAD-FPS and GAD OPRs. - by Q2	30,000.00	GAA	Planning and Management Division/GFPS

ATTRIBUTED PROGRAM



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16					<p>MFO 1. VETERANS WELFARE AND BENEFITS ADMINISTRATION - this program provides assistance to men and women beneficiaries through timely delivery of pension and non-pension benefits with the help of partner banks and financial institutions. Pension benefits include Old Age Pension, Disability Pension and Death Pension. Non-pension benefits include Educational Benefits, Burial Assistance and Hospitalization Benefits thru the Veterans Hospitalization and Medical Care Program. The administration of all 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.</p>		194,886,615.00	GAA	Claims Division



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17					MFO 2. 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.		6,104,223.00	GAA	Veterans Affairs Management Division



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18					MFO 3. VETERANS MEMORIAL AND HISTORICAL PROGRAM - this program seeks to propagate and give importance to veterans' heroic deeds, sow the seed of love of country and motivate and inspire the youth to become future defenders of the country. This program is an approach to focus on historical forces that determine the contributions/participation of both men and women veterans in shaping our nation's glorious history.		57,965,710.50	GAA	Veterans Memorial and Historical Division
19					MFO 4: 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.		907,254.00	GAA	Human Resource Development Division
SUB-TOTAL							261,403,449.50	GAA	
TOTAL GAD BUDGET							261,403,449.50		



Prepared By:	Approved By:	Date
		04/22/2021

