

**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT
FY 2021**

Reference: Endorsed GPB #2021-011079		Date Endorsed: Apr 22, 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			
Actual GAD Expenditure	243,028,989.50	Original Budget	261,403,449.50	
		% Utilization of Budget	92.97	
% of GAD Expenditure:	28.85%			

	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	Variance/ Remarks
	1	2	3	4	5	6	7	8	9	11	12
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.	Conducted/participated in 13 activities during the NWMC: (1) DND-wide NWMC Kick-Off, 01 Mar-105 pax (2) Joint PVAO NWMC and IWD Kick-Off, 08 Mar-128 pax. Highlight of the kick off activity is the distribution of Health Care Packages (Anti-COVID supplies) to 434 employees (3) DWDD Radio Guesting, 09 Mar-1 pax (4) Movie night featuring 3 films on gender equality and women empowerment: Knock Down the House, Late Night & Eat, Pray, Love, 12, 19 & 26 Mar-71 pax (5) Write Up, Lay Out and Posting of Herstory - picture stories on women empowerment and in battling the COVID-19 virus. Inspiring stories of three (3) PVAO Women Personnel and were featured every Monday - March 15, 22 & 29 Mar-422 reach (6) PVAO GAD talent Competition - 8 finalists, 31 Mar-150 pax	158,000.00 GAA	158,000.00 GAA	Human Resource Development Division, GFPS	Done.

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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.	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 quarterOnline posting of GADIEC materials at the PVAO Employees Online Forum by the end of the yearTwo(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 quarterby the end of the year by Q4	Q1: One (1) PVAO Bulletin published with one (1) GAD write-upQ2: One (1) PVAO Bulletin published with two(2) GAD write-ups. Also produced one (1) Herstory for Mother's Day which featured a story on Women's courage and empowerment in face of the pandemic posted at the PVAO Employees' Online Forum and is also viewed by the veteran clientele through the FVC FB pageQ3:One (1) PVAO Bulletin published with one (1) GAD write up. Also produced 1,000 copies of Mental Health flyers provided to PVAO divisions and veteran clienteleQ4: Prepared materials for the PVAO Bulletin with one (1) GAD write up. Produced 1,000 copies of GAD related flyers (e.g. Anti-Sexual Harassment, Magna Carta for Women)	686,500.00 GAA	601,258.27 GAA	Public Affairs Office (PAO)	Done. Procurement of PVAO Bulletin amounted to P125,000.00 per quarter for 5,000 copies. The salaries of three (3) personnel involved in the preparation activities from October to December 2021 amounted to P8,015.02. Supplies and materials for the production of GAD-related flyers amounted to P14,345.06 Budget Utilization by Q4: 88 %
3	Low level of awareness and understanding of GAD laws, issues and concerns including those related to Women, Peace and Security among client-veterans.	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 PVAO Employees Online Forum	Q1: Five (5) GAD-related videos were produced (Video messages of the Administrator and Deputy Administrator for Women's Month, Video of announcement of Women's Month, Babae Ka Music Video, One Billion Rising Dance Video) Q2: Production of short videos on empowered women and women veterans Q4: Produced two (2) GAD- related videos and uploaded on PVAOs Employee Online Forum. The videos were 1. the End VAW Kick Off messages of the PVAO Administrator and the Deputy Administrator and 2. the production of the MOVE Advocacy video	75,000.00 GAA	75,000.00 GAA	Public Affairs Office (PAO)	Done. The salaries of 15 personnel involved in the production of two (2) video, including those of the Administrator and Deputy Administrator amounted to P31,945.60. Total Budget Utilization is at 59%

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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	Q1:Updated (quarterly) database of conflict areas with salary attribution of P3,255.96Q2:Updated database of conflict areas with salary attribution of P4,079.00 Q3:Updated database of conflict areas with salary attribution of P3,255.96 Q4: Updated database of conflict areaswith salary attribution of P2,829	5,347.00 GAA	5,347.00 GAA	Legal Affairs Division (LAD)	Done.
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	Q1:Updated (quarterly) database of conflict areas with salary attribution of P3,255.96Q2:Updated database of conflict areas with salary attribution of P4,079.00 Q3:Updated database of conflict areas with salary attribution of P3,255.96 Q4: Updated database of conflict areaswith salary attribution of P2,829	15,600.00 GAA	13,419.92 GAA	Management Information Division/GFPS	Done. Budget utilization is due to the salary attribution of personnel who updated the database.

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 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	Conducted/participated in ___ activities during the 18 Day Campaign to End VAW (18 DCEVAW) Period from Nov 25-Dec 12, 2021 as follows: (1) Historical webinar series on the Role of Filipino Women during the War sponsored by the National Historical Commission of the Philippines last 25 Nov., ___ pax (2) PVAO Kick-Off of the 18 DCEVAW , 26 Nov., 250 pax (3) DND-wide 18 DCEVAW Kick-Off, 29 Nov. 150 pax (4) DWDD Radio Guesting, ___ Nov - 2 pax (5) Orange Your Icon activity - orange ribbons were tied around the trees in PVAO and orange themed entrances of offices were put up. Tarpaulin on End VAW was also set up at the PVAO facade. (6) Write Up, Lay Out and Posting of End VAW related content at the PVAO Employee's Online Forum (6) Do the Macho Video Challenge c/o the MOVE PVAO Sub-Chapter 10 Dec, 7 participants	50,000.00 GAA	50,000.00 GAA	Human Resource Development Division / GFPS	Done.

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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/supportedwith at least 15 male employees attendees - by Q4.Targeted activities - GST for Men (Nov 26), Lakad Para sa Pagwakas ng Karahasan (Dec 12), and Participation of Men in Anti VAW campaign (Nov 15 onwards). - at least 15 male employees attendees - by Q4	Q1: Attended/ supportedfour(4)MOVE activities as follows:1. DND-MOVE Meetingsattended by the MOVE President JV Badiola:(21 Jan, 02 Feb, 11 Mar)2. DND-wide MOVE Orientation (10 Feb)-11 pax3.DND Forum on Inspiring Women (19 Mar)and 4.PVAO Town Hall MOVE Orientation (24 Mar)-36 male attendeesQ2:Attended/supportedseven (7) MOVE activities as follows:2 MOVE Orientations during the April and May TownHall Meetings, Presided3 DND wide MOVE Meetings re:Drafting of Guidelines on MOVE Organization (April 23 and 27 and May 14),Conducted MOVE Orientation to thePLDT Employees'Credit Cooperative(May 22) and MOVE Orientation webinar at theOffice of the Civil Defense (May 27)Q3:Attended/ supportedfour(4) MOVE activities as follows: 1. DND meeting re MOVE DND Chapter Organization (13 Aug) 2. Drafted and finalized Office Order 2021-104 entitled Reconstitution and Renaming of PVAO MOVE to MOVE PVAO Sub-Chapter (30 Sept)3-4.Conducted 2 batches of MOVE Orientation webinars toPLDT Employees Credit Cooperative, Inc. (PECCI) last July 3 from 12:30pm to 4:30pmand August 13from 5:30pm to 8:30pm5. Conducted MOVE orientation at the PNP-Special Action Force, Camp Bagong Diwa lastJuly21, 2021 from 9:00am to3:00pmQ4:1. Participated in the MOVEAdvocacy Video- December 8, 2021 2. Participated in theDND wide MOVEDND Chapter Officers Oath takingduring theInter Agency Gender, Peace and Security Forum"lastDecember 10, 20213. Conducted theDo the Macho Choir Video Challenge- December 10-12, 2021	20,000.00 GAA	20,000.00 GAA	Human Resource Development Division / GFPS	Done.

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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	Other FREE GAD related trainings were conducted in view of Gender Analysis Training for GFPS and staff of PVAO	40,000.00 GAA	0.00 GAA	Human Resource Development Division, GFPS	Not Done.

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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).	Other FREE GAD related trainings were conducted in view of Gender-Responsive Planning and Budgeting Workshop	40,000.00 GAA	0.00 GAA	Human Resource Development Division, GFPS	Not Done.
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 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	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	Other FREE GAD related trainings were conducted in view of GFPS/TWG Workshop on HGDG for the 3 major programs of PVAO	40,000.00 GAA	0.00 GAA	Human Resource Development Division, GFPS	Not Done.

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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	Q2: Conducted two (2) virtual GADvocacy Talks relevant to the role of women in peace and security as follows: GADvocacy Talk by Ms. Marie Silva Vallejo, daughter of a WW II veteran and author of the Battle of Isingon May 6. She shared the role and valor of men and women heroes in the Philippine WW II history. GADvocacy Talk by Dr. Maria Felisa Syjuco Tan, a Filipino Historian and author. Dr. Tan shared the courage of men and women heroes under the Makapili and other Filipino Paramilitary Groups and emphasized the role of women in Philippine military history. PVAO also revised the Sexual Harassment Policy in PVAO which already incorporated the Safe Spaces Act Q4: Conducted (1) virtual GADvocacy Talk by: Col Fatima Claire Navarro MC (GSC) relevant to the support in Gender and Development advocacies.	50,000.00 GAA	39,644.00 GAA	Human Resource Development Division, GFPS	Done. A plaque of appreciation was given to Col Fatima Claire S, Navarro MC (GSC) amounting to 3,500.00 and salary attribution of 200 personnel amounted to 24,096.00. Budget utilization: 79%
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	Hired one (1) GAD Assistant on COS basis at P18,251.00 per month	259,200.00 GAA	109,001.00 GAA	Human Resource Development Division	Done. Salary of newly hired GAD Assistant effective Dec 2021 or for 1 month only plus the salary of former GAD Asst. for 4 months plus premium pay. Budget utilization: 42%

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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	Q1: 2,405 records updated/encoded andsex-disaggregated data prepared on veteran-clientele, including those in conflict-areas. Updatedemployee's databaseforJan to March 2021. Salary attributionat P5,995.09. Q2: 2,373 records updated/encoded and sex-disaggregated data prepared on veteran-clientele, including those in conflict-areas. Updated employees database from April to June.Salary attribution atP5,568.13Q3: 2,468 records updated/encoded and sex-disaggregated data prepared on veteran-clientele, including those in conflict-areas. Updated employees database from July to September. Salary attribution at P5,995.09.00 Q4: 2,405 records updated/Encoded sex-disaggregated data prepared on Veteran-clientele, including those in conflict areas.Salary attribution at P4,079	20,000.00 GAA	20,000.00 GAA	Management Information Division / Human Resource Development Division /Claims Division/Veterans Affairs Management Division	Done.
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 auditthe report. - by Q4	Q1: Completed GPB and Reviewed. monitored AR by Q1.Q2: Completed GPB and Reviewed. monitored AR by Q2.Q3: Completed GPB and Reviewed. monitored AR by Q3.Q4: Completed GPB and Reviewed. monitored AR by Q4.	50,000.00 GAA	5,599.81 GAA	Planning and Management Division/GFPS	Done. Salary attribution of 1 personnel who prepared, harmonized and audit the report. Total salary attribution amounted to P5,599.81
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	Q3:Attendance to the GMEF Orientationconducted by theDND last09 Sept 2021Q3:16,130.55)Q4: Submitted write ups,accomplishedforms and provided MOVs for the online GMEFvalidation by PCW last November 2021Q4:P38,051.22	30,000.00 GAA	30,000.00 GAA	Planning and Management Division/GFPS	Done.

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ATTRIBUTED PROGRAM											
16					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.			194,886,615.00 GAA	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	1,453,800.15 GAA	Veterans Affairs Management Division	
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	44,654,050.35 GAA	Veterans Memorial and Historical Division	

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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	907,254.00 GAA	Human Resource Development Division	
							SUB-TOTAL	261,403,449.50	243,028,989.50	GAA	
							TOTAL	261,403,449.50	243,028,989.50		

Prepared By:	Approved By:	Date