

**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT
FY 2020**

Reference: Endorsed GPB #2020-009379		Date Endorsed: Apr 29, 2020	
Organization: Parole and Probation Administration		Organization Category: National Government, Attached Agency	
Organization Hierarchy: Department of Justice, Parole and Probation Administration			
Total Budget/GAA of Organization:	946,162,000.00		
Actual GAD Expenditure	60,438,392.65	Original Budget	66,172,244.00
		% Utilization of Budget	91.33
% of GAD Expenditure:	6.39%		

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	Need to deepen the knowledge among men and women clients on gender-related laws	The clients of Parole and Probation Administration (PPA) usually belongs to the lower socio-economic status and therefore may have not hold higher education attainment	Increased knowledge of men and women client on gender-related laws	MFO: Community-based rehabilitation and re-integration of offenders upgraded	Conduct of at least one (1) information dissemination campaign per semester to the clients on gender-related laws including but not limited to MCW, Cybercrime, Kasambahay Law, etc.	Sixteen (16) Regional Offices have conducted information dissemination campaign to at least 50% of clients (14,067 men and 1,663 women) supervised by the end of 4Q 2020	Fourteen (14) regional offices and 188 Field Offices have conducted information dissemination on gender-related laws to 53,768 (50%) of clients (6,651 women and 47,117 men) supervised thru seminar/webinar, lectures on MCW, VAWC, Anti-Rape Law conducted. Clients applied the knowledge and minimize the issues of women at home and in the community	16,977,950.00 GAA	12,155,180.63 GAA	All Regional and Field Offices All Regional and Field Offices, GAD National Committee	Partially Done. Conduct of clients group/communal activities were suspended per Memorandum issued on March 11, 2020 by this Agency
2	Need to deepen the knowledge among men and women clients on gender-related laws	Information dissemination program does not reach our women and men clients who belong to the grass root level of the community	Increased knowledge of men and women clients on gender-related laws	MFO: Community-based rehabilitation and re-integration of offenders upgraded	Produce and distribute IEC materials on gender-related laws including but not limited to MCW, VAW-C, Kaambahay Law, Anti-Sexual Harassment, HIV, etc.	At least 50% of clients (14,067 men and 1,663 women) supervised were given IEC materials	Sixty-eight (68% or 86,122) percent of clients (10,653 women and 75,469 men) supervised received IEC materials on gender related laws but not limited to respect the elderly, gender roles, COVID-19 awareness and prevention, National and International Women's Month. Client's awareness increase as a result they can verbalized women's issues and discussed it with their partners	786,500.00 GAA	2,360,628.82 GAA	All Regional and Field Offices All Regional and Field Offices, GAD National Committee	Partially Done. Limited movement of personnel hampers the completion of this activity due to COVID-19 pandemic.

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3	Difficulty of women and men clients to disclose gender related issues	Women and men clients are not aware about their issues on gender or concept of self	Improved clients' ability to identify and disclose their gender needs	MFO: Community -based rehabilitation and re-integration of offenders upgraded	Continuous conduct of Gender Sensitivity Training and other GAD related seminar that will raise client's gender sensitivity	At least 50% of women and clients (14,067 men and ,663 women) can relate their gender need- Casenotes indicative of men and women clients' gender needs	48.09% of clients supervised (45,077 men and 6,363 women) attended GST and other gender-related seminar/webinar, i.e. Gender Roles & Parenting Tips, Gender Equity & Equality, Transcending Gender & Development Amidst Pandemic. Clients' awareness improved. They gradually identify and relate their gender needs--Casenotes indicative of men and women clients' gender needs	24,062,750.00 GAA	13,548,973.61 GAA	All Regional and Field Offices All Regional and Field Offices, GAD National Committee	Partially Done. Conduct of client group/communal activities were suspended per Memorandum issued on March 11, 2020 by this Agency
ORGANIZATION-FOCUSED ACTIVITIES											
4	MCW Rule VI. Institutional Mechanisms Sec. 37.a Planning, Budgeting, Monitoring and Evaluation for GAD	Insufficient monitoring and evaluation mechanisms for GAD	Strengthened organizational capacity for Gender Mainstreaming	MFO: A.I.GASSA.III.Operations	Conduct of regular (quarterly) monitoring and evaluation of GAD Plan implementation	Four (4) quarterly meetings conducted with 33 (7 men and 26 women) FP/TWGmembers - Established extent of gender mainstreaming in the agency. Implementation gaps identified and addressed	Two (2) virtual meeting was conducted on August 10 and September 12, 2020 via Zoom attended by 8 committee members & 13 RFPs(5 men and 16 women).Discussion on the attainment of 2020 GAD PB targets and PCW Memo Circular 2020-03	1,721,724.00 GAA	736,669.52 GAA	National GAD Executive Committee, Head of the Agency	Partially Done. No meeting conducted for the 1st and 2nd quarter due to COVID-19 pandemic lockdowns

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5	MCW Rule VI. Institutional Mechanisms Sec. 37.a Planning, Budgeting, Monitoring and Evaluation for GAD	Insufficient monitoring and evaluation mechanisms for GAD	Strengthened organizational capacity for Gender Mainstreaming	MFO: A.I.GASSA.III.Operations	Continuously conduct GAD Analysis and Mainstreaming capacity-building for GFPs and personnel to ensure gender-responsive rehabilitation programs	Conducted regular GAD analysis and mainstreaming capacity-building sessions	No activity was conducted to address this gender issue due to time constraint	530,581.00 GAA	0.00 GAA	National GAD Executive Committee, Head of Agency, Central Office-Training Unit	Not Done.
6	MCW Rule VI. Institutional Mechanisms Sec. 37.a Planning, Budgeting, Monitoring and Evaluation for GAD	Insufficient monitoring and evaluation mechanisms for GAD	Strengthened organizational capacity for Gender Mainstreaming	MFO: A.I.GASS and A.III.Operations	Continuous training on GAD strategic and annual plan and budget	Conducted GAD Strategic Planning Workshop by end of 1st Quarter of 2020Prepared Annual GAD Plan and Budget by end of 3rd Quarter 2020Prepared 6-year GAD Agenda for PPA	No activity was conducted to address this gender issue due to time constraint	1,591,743.00 GAA	0.00 GAA	National GAD Executive Committee, Head of Agency	Not Done.
7	MCW Rule VI. Institutional Mechanisms Sec. 37.a Planning, Budgeting, Monitoring and Evaluation for GAD	Insufficient monitoring and evaluation mechanisms for GAD	Strengthened organizational capacity for Gender Mainstreaming	GASS: A.I.GASS III. Operations	Conduct of regular (quarterly monitoring and evaluation of GAD Plan Implementation	Four (4) quarterly meetings conducted with 33 (7 men and 26 women) FP/TWG members - Established extent of gender mainstreaming in the agency implementation.Gaps identified and addressed	Conducted Regional GAD Committee Meetings for the purpose of harmonizing and integrating gender perspective in the conduct of agency's programs/activities/projects (PAPs)	0.00 GAA	489,483.32 GAA	All Regional and Field Offices, GAD National Committee	Partially Done.

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8	Strengthen GAD Database pursuant to RA 9710 Chapter VI Sec 36c	Insufficient data gathering	Strengthened organizational capacity for gender mainstreaming	GASS: A.I.GASS and A.III.Operations	Continuous consolidation of sex disaggregated data of clients.	Gender data is incorporated in planning, programming and policy formulation of the agency.	Monthly updating and monitoring of SDD for is done by the 215 field offices and 16 regional offices and submitted to the central office-planning division for consolidation.Gender data is incorporated in planning, programming and policy formulation in the agency	4,859,388.00 GAA	15,218,912.56 GAA	GAD National Committee, Central Office-Planning Division and CMRD, All Regional and Field Offices	Done.
9	GAD Mandate on the Observance of Women's Month in accordance with Proclamation Nos. 224 and 227, s. of 1998	The need to reinforce the knowledge and commitment of employees on GAD related concerns and issues	Enhanced organizational capacity for gender mainstreaming	GASS: A.I.GASS and A.III.Operations	Conduct of activities pertaining to Celebration of National Women's Month	100% participation of PPA employees - Increased motivation and productivity of the 300 male and 697 female PPA employees	A total of 444 (43.87%) PPA personnel (106 men and 338 women) participated in the different activities in celebration of Women's Month.Wearing of Violet Tshirts on the 1st Monday of March and every Monday of March. Personnel also participated in the different activities conducted by their respective LGUs i.e., Dia de las Mujeres, Bongga Ka Day.	4,223,200.00 GAA	1,987,258.22 GAA	National GAD Committee, Central Office and Regional Offices	Partially Done.

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10	GAD Quality Policy Statement not clearly articulated and documented within the agency	Some areas in PPA operation, management and systems needs to be reviewed	Formulating and approval of GAD Quality Policy Statement	MFO: A.I.GASS and A.III.Operations	Review Institutional Quality Policy Statement by the National GAD Executive Committee,Revise and publish policies with gender perspective	Submitted and approved GAD QPS not later than March 2020 - Implemented GAD QPS	This activity was not conducted due to time constraint	530,581.00 GAA	0.00 GAA	National GAD Executive Committee, Head of Agency	Not Done. Drafted GAD QPS is yet to be finalized by the committee and to be approved by the head of the agency.
11	Inadequate capacity of PPA personnel to sustain the effective implementation of GAD programs/activities	PPA personnel have limited number of GAD-related training due to increased case workload and insufficient fund.The GFPS has limited time to effectively implement GAD PAPs	Sufficient capacity of PPA GFPs and personnel to implement GAD PAPs	MFO: A.I.GASS and A.III.Operations	Inventory of personnel's gender-related training and capacity buildingContinuing conduct of GST and other gender-related training for personnel based on the inventoryOrganize trainer's training on GST and other GAD-related activities	Personnel in need of gender-based training identified - At least 50% of identified personnel have undergone GST and other gender-responsive training by the end of 3Q 2020.Organized regional trainer's training to at least 50% of field officers before the end of December 2020	Six regions conducted GST and other gender-related training attended by 276 personnel (226 women and 50 men) i.e., Webinar on Work Life Balance addressing GAD Concerns & Issues due to Pandemic, GST, GAD Streamlining	660,576.00 GAA	861,168.70 GAA	National GAD Executive Committee, Head of the Agency	Partially Done.
12	Lack of employee benefits to address the gender equity and equality as regards hazard pay	Absence of legislation to pursue the Magna Carta of Probation Officers	Issued proposal on Magna Carta of Probation Officers	MFO: A.I.GASS and A.III.Operations	Reconstitution of the Committee on Magna Carta of Probation Officers	Assigned a focal person to lobby	This activity was not conducted due to time constraint	0.00 GAA	0.00 GAA	National GAD Executive Committee, GFPs, Committee on Magna Carta of Probation Officers	Not Done.

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13	Insufficient dissemination of GAD programs, projects and activities	Outdated agency website and no publication of GAD-PAPs	Updated agency website	GASS: A.I.GASS and A.III.Operations	Publish GAD PAPs in the website	Administrator assigns personnel to handle agency website - Updated website by the end of each quarter	This activity was not conducted due to time constraint	1,316,946.00 GAA	0.00 GAA	Central Office-CMRD and GAD National Executive Committee	Not Done. The Ad-hoc committee tasked for this activity was not able to convene due to time constraint
14	Insufficient dissemination of GAD programs, projects and activities	GAD IEC materials not given priority in the utilization of the agency GAD budget	Allocated budget for IEC materials	GASS: A.I. GASS and A.III.Operations	Printing of updated GAD IEC materials	Printed GAD IEC materials by end of 2nd quarter 2020	Five (5) regions printed and distributed GAD IEC materials	170,000.00 GAA	240,626.22 GAA	National GAD Committee, Regional and Field Offices	Partially Done.
15	Incomplete GAD database for employees pursuant to RA 9710	Insufficient data gathering	Gender gaps identified	GASS: A.I.GASS and A.III.Operations	Evaluate and analyze GAD database of PPA employees for Needs Assessment	Submitted data analysis and findings by end of 2020	This activity was not conducted due to time constraint	932,655.00 GAA	0.00 GAA	National GAD Committee, Central Office-Training Unit, All Regional Offices	Not Done.

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16	GAD Mandate on the 18 day Campaign to End Violence Against Women and Children in accordance with RA 9262	The need to reinforce the knowledge and commitment of employees o GAD-related concerns and issues	Enhanced organizational capacity for gender mainstreaming	GASS: A.I.GASS and A.III.Operations	Conduct of activities in observance of 18-Day Campaign to End Violence Against Women and Children	100% participation of employees - Increased motivation and productivity of the 300 male and 697 female PPA employees	Wearing of Orange polo shirts/t shirts on November 25 by 566 personnel (646 women and 102 men) to signify their support to the 18-dat Campaign to End VAW-C.Seminar/webinar, lectures, orientation i.e. A Gender-Responsive andAnti-VAW Advocate Partner in Rehabilitation of Clients Online Talakayan Towards a VAW-Free Barangay Lecture on Gender-based Violence & Safe Spaces Act Stress Management during Pandemic were conducted.Film showing entitled "Color Purple"	4,095,450.00 GAA	1,547,347.43 GAA	National GAD committee, Central Office, All Regional Offices	Partially Done.

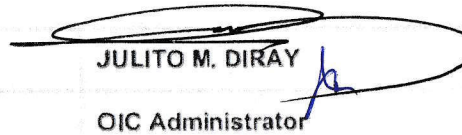
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17	Observance of GAD related activities pursuant to Proclamation Nos. 224 and 227, s. of 1998, and other GAD laws	The need to reinforce the knowledge and commitment of personnel on GAD related concerns and issues	Committed PPA personnel in participating to GAD related activities	GASS: A.I.GASS and A.III.Operations	Inclusion of gender-attributable activities in the Annual Procurement Plan such as but not limited to Disaster/Calamity Risk Reduction, National Correctional Consciousness	Increased participation of PPA personnel in various gender related activities by 50%	The Agency ensured that gender needs of its 1,012 men and women personnel with regard to health & sanitations are properly handled or addressed and maintained equally and equitably by distributing COVID-19 PPEs such as alcohol, hand sanitizers, face mask/shield, temperature gun, hand gloves.Mandatory office disinfections in observance of the agency guidelines on Covid-19 health and safety protocols to all field and regional offices were also implemented	3,712,200.00 GAA	11,292,143.62 GAA	GAD National Committee, Central Office-Training Unit, All Regional Offices	Partially Done.
SUB-TOTAL								66,172,244.00	60,438,392.65	GAA	
TOTAL								66,172,244.00	60,438,392.65		

Prepared By:


PERLITA S. SILVEDERIO

Chairperson, GAD National Committee

Approved By:


JULITO M. DIRAY
 OIC Administrator

Date