

AGENCY	PAROLE AND PROBATION ADMINISTRATION
GAD GOAL	1. Sustain partnerships and cooperation with community partners to promote gender-responsive programs; 2. Enhance the sustainability of the programs by continual evaluation for effective GAD implementation and future policy development; and 3. Fully mainstream GAD principles in the implementation of the agency's programs.

Gender Issue/GAD Mandate	GAD Outcome/Result Statement	Indicator	Baseline	Responsible Unit/Office	YEAR 1 (2024)			YEAR 2 (2025)		
					Target	Program/Project/Activity	Estimated Budget (in P'000)	Target	Program/Project/Activity	Estimated Budget (in P'000)
Client-Focused										
1. Lack of gender-responsive and gender-specific programs	Gender responsive and gender specific programs	Percentage of Gender responsive and gender specific programs	One (1) out of the three (3) main programs of the agency are gender responsive and gender specific TC RJ Volunteerism	GFPS, National Committees, Regional Offices (ROs) and Field Offices (FOs)	50% of the agency's programs are gender responsive and gender specific	Training Needs Analysis per FO	-	50% of the agency's programs are gender responsive and gender specific	Conduct capacity building based on TNA and Gender Sensitivity Training (GST)	Php 100.00 per client
2. Need to deepen the knowledge among men and women clients on gender related laws	Enhanced knowledge of clients about gender related laws like, VAWC, Magna of Women, Sexual Harrassment, Safe Spaces Act, Kasambahay Law, Solo Parent, etc.	Percentage of clients supervised have undergone orientation/seminar on gender-related laws	Number of clients supervised as of CY 2022	GFPS, CO - Training Unit, CO - Legal Division, Regional Offices (ROs) and Field Offices (FOs)	At least 20% of clients supervised	a) Conduct of orentation/seminar on any gender-related laws b) Review and create session plans or modules on at least three (3) gender-related laws for a uniform implementaion across all regions	100	At least 30% of clients supervised	a) Conduct of orentation/seminar on any gender-related laws b) Conduct consultation and critiquing on the developed session plans/modules	200
3. Limited access to social development services.	Access of clients to array of social development services	Percentage of clients supervised have accessed and availed of social development services	Number of clients supervised as of CY 2022	CO - Community Services Division, CO - Planning Division, Regional Offices (ROs) and Field Offices (FOs)	10% of clients supervised have access to social services	Conduct inventory of community linkages and review of existing agency policy guidelines and preparation of baseline data	50	20% of clients supervised have access to social services	Coordination, cooperation and collaboration with existing and potential community partners.	100

YEAR 3 (2026)			YEAR 4 (2027)			YEAR 5 (2028)			YEAR 6 (2029)		
Target	Program/Project/Activity	Estimated Budget (in P'000)	Target	Program/Project/Activity	Estimated Budget (in P'000)	Target	Program/Project/Activity	Estimated Budget (in P'000)	Target	Program/Project/Activity	Estimated Budget (in P'000)
50% of the agency's programs are gender responsive and gender specific	Continuous conduct of capacity building activities/ training	Php 100.00 per client	50% of the agency's programs are gender responsive and gender specific	Continuous conduct of capacity building activities/ training	Php 100.00 per client	50% of the agency's programs are gender responsive and gender specific	Continuous conduct of capacity building activities/ training	Php 100.00 per client	50% of the agency's programs are gender responsive and gender specific	Conduct of quarterly monitoring and evaluation of the program	Php 100.00 per client
At least 40% of clients supervised	a) Pilot implementation of the 3 developed session plans/modules in 16 regions (1 field office per region) b). Program evaluation c). Finalization of modules	800	50% of clients supervised undergone orientation/ seminar on gender related laws	a) Conduct of orentation/seminar using the developed session plans/modules	1,600	60% of clients supervised undergone orientation/ seminar on gender related laws	a) Conduct of orentation/seminar using the developed session plans/modules	2,400	70% of clients supervised undergone orientation/ seminar on gender related laws	a) Conduct of orentation/seminar using the developed session plans/modules	2,400
30% of clients supervised have access to social services	Forging alliance with community partners through MOA/MOU.	150	40% of clients supervised have access to social services	Implementation of programs for social services.	200	50% of clients supervised have access to social services	Implementation of programs for social services.	500	60% of clients supervised have access to social services	Implementation of programs for social services and conduct of impact assessment for program and policy development.	750

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Organization-Focused										
1. Limited capacity of personnel to mainstream gender in the agency's PAPs	Sufficient capacity of PPA GFPS and personnel to implement GAD PAPs	Percentage of personnel trained	Number of personnel as of CY 2022	GFPS, CO - Training Unit, Regional Offices (ROs) and Field Offices (FOs), implementer and evaluators	At least 50% of identified personnel in need of gender-based training identified	a) Inventory of personnel without Gender Sensitivity Training (CO Training conducted) b) Conduct of 3-day GST to newly-hired personnel and personnel identified based on inventory c) Conduct of 3-day Gender Mainstreaming to personnel with GST	3,600	At least 60% of identified personnel in need of gender-based training identified	a) Conduct of 3-day GST to newly-hired personnel and personnel identified based on inventory b) Conduct of 3-day Gender Mainstreaming to personnel with GS	4,200
			Number of GFPS and TWG Members as of CY 2022	GFPS, TWG	At least 50% of the GFPS and TWG members	a) Inventory of GFPS and TWG members without HGDG b) Conduct of 3-day HGDG Training	120	At least 60% of the GFPS and TWG members	Conduct of 3-day HGDG Training	144
2. Lack of monitoring and evaluation system on GAD implementation	PAPs monitored and evaluated using the HGDG tool	Number of PAPs monitored and evaluated	3 Main PAPs: TC RJ Volunteerism	GFPS and TWG, program planners, implementers and evaluators	1 PAP subjected to HGDG	Consultation with stakeholders and review PAPs	400	1 PAP subjected to HGDG	Consultation with stakeholders and review PAPs	480
3. Lack of localized GAD Policy to address concerns of vulnerable personnel (SC, PWD, Pregnant and Lactating women, solo parent, etc.)	Issuance of localized GAD policies	Number of GAD-related policy/ies issued	1 (CODI)	CO-Admin, CO-Legal Division, GFPS and TWG	1 activity per quarter	Scan and Review of Existing Policy Issued (scheduled every quarter)	50	1 activity per quarter	a) Research and Consultation b) Preparation of Baseline data	100

YEAR 3 (2026)			YEAR 4 (2027)			YEAR 5 (2028)			YEAR 6 (2029)		
Target	Program/Project/ Activity	Estimated Budget (in P'000)	Target	Program/Project/ Activity	Estimated Budget (in P'000)	Target	Program/Project/ Activity	Estimated Budget (in P'000)	Target	Program/Project/ Activity	Estimated Budget (in P'000)
At least 70% of identified personnel in need of gender-based training identified	a) Conduct of 3-day GST to newly-hired personnel and personnel identified based on inventory b) Conduct of 3-day Gender Mainstreaming to personnel with GS	4,800	At least 80% of identified personnel in need of gender-based training identified	a) Conduct of 3-day GST to newly-hired personnel and personnel identified based on inventory b) Conduct of 3-day Gender Mainstreaming to personnel with GS	5,400	At least 80% of identified personnel in need of gender-based training identified	a) Conduct of 3-day GST to newly-hired personnel and personnel identified based on inventory b) Conduct of 3-day Gender Mainstreaming to personnel with GS	5,400	At least 80% of identified personnel in need of gender-based training identified	a) Conduct of 3-day GST to newly-hired personnel and personnel identified based on inventory b) Conduct of 3-day Gender Mainstreaming to personnel with GS	5,400
At least 70% of the GFPS and TWG members	Conduct of 3-day HGDG Training	168	At least 80% of the GFPS and TWG members	Conduct of 3-day HGDG Training	216	At least 80% of the GFPS and TWG members	Conduct of 3-day HGDG Training	216	At least 80% of the GFPS and TWG members	Conduct of 3-day HGDG Training	216
1 PAP subjected to HGDG	Consultation with stakeholders and review PAPs	576	1 PAP subjected to HGDG	Submission of reports (IQPR and other required reports)	692	1 PAP subjected to HGDG	Consultation with stakeholders and review PAPs	830	1 PAP subjected to HGDG	Consultation with stakeholders and review PAPs	996
1 activity per quarter	a) Research and Consultation b) Preparation of Baseline data	100	1 activity per quarter	a) Policy Crafting b) Consultation	200	1 activity per quarter	Policy Issuance	50	1 activity per quarter	a) Policy Implementation b) Monitoring and Evaluation	100