

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2024**

Sequence No.: 2024-017040

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: 982,296,000.00

Total GAD Budget 51,669,132.50 **Primary Sources** 51,669,132.50

Other Sources 0.00

% of GAD Allocation: 5.26%

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



	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
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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 has low level of awareness of clients on gender-related laws	Increased knowledge of men and women clients on gender-related laws	MFO: Organizational Outcome: Community-based rehabilitation and reintegration of offenders upgraded	Conduct of at least one (1) information dissemination campaign per seminar to the clients on gender-related laws including but not limited to VAWC, MCW, Cybercrime, Kasambahay Law, etc.	Sixteen (16) Regional Offices have conducted information dissemination campaign to at least 50% of newly-referred clients (57,310 men and 8,157 women) by the end Of 4Q 2024.	3,891,200.00	GAA	All Regional and Field Offices
2	GAD Mandate on the Observance of Women's Month in accordance with Proclamation No. 224 and 227, s. of 1998	The clients of Parole and Probation Administration has low level of awareness of clients on gender-related laws	increase knowledge of men and women client on gender-related laws	MFO: Organizational Outcome: Community-based rehabilitation and reintegration of offenders upgraded	Conduct of activities pertaining to Celebration of National Women's Month	Sixteen (16) Regional Offices have conducted activities in celebration of the National Women's Month.- Participated in by at least 50% of clients (57,310 men and 8,157 women)	3,200,000.00	GAA	All Regional and Field Offices



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3	Observance of GAD related activities pursuant to RA 10398 and Proclamation 1172, s. 2006	The clients of Parole and Probation Administration has low level of awareness of clients on gender-related laws	Increase knowledge of men and women client on gender-related laws	MFO: Organizational Outcome:Community-based rehabilitation and reintegration of offenders upgraded	Conduct of activities in observance of 18-Day Campaign to End Violence Against Women and Children (VAW-C)	Sixteen (16) Regional Offices have conducted activities in observance of the 18-Day Campaign to End Violence Against Women and Children. - Participated in by at least 50% of clients (57,310 men and 8,157 women)	4,000,000.00	GAA	All Regional and Field Offices
4	Inadequate or lack of activities for training on Gender and Development (GAD) Sensitivity/Awareness for clients	Inadequate gender-responsive activities to promote gender awareness of the clients of Parole and Probation Administration	Provide continuing Gender Sensitivity Training	MFO: Organizational Outcome:Community-based rehabilitation and reintegration of offenders upgraded	Continuous nationwide implementation of the Integrated Modules on Gender Concepts for Parole and Probation Services	Sixteen (16) Regional Offices have implemented the Integrated Modules and Gender Concepts for Parole and Probation Services to at least 50% of clients (57,310 men and 8,157 women) supervised by the end of 4Q 2024.	9,094,090.50	GAA	All Regional and Field Offices



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5	Inadequate or lack of activities for training on Gender and Development (GAD) Sensitivity/Awareness for clients	Inadequate gender-responsive activities to promote gender awareness of the Parole and Probation Administration	Conduct seminars on other gender-related laws to the men and women clients	MFO: Organizational Outcome:Community-based rehabilitation and reintegration of offenders upgraded	Conduct of seminars on other gender-related laws	Sixteen (16) Regional Offices have conducted seminars on other gender-related laws to at least 50%of clients (57,310 men and8,157 women) supervised by the end of 4Q 2024	8,528,654.00	GAA	All Regional and Field Offices
ORGANIZATION-FOCUSED ACTIVITIES									
6	MCW Rule VI. Institutional Mechanisms Sec. 37.a Planning, Budgeting, Monitoring and Evaluation for GAD	Insufficient monitoring and evaluation mechanisms for GAD	Strengthened organization capacity for Gender Mainstreaming	MFO: III. Operations	Conduct of regular quarterly monitoring and evaluation of GAD Plan Implementation thru online or face-to-face meetings	Four (4) quarterly meetings conducted with 33 (7 men and 26 women) FP/TWG members wherein GAD programs are accomplished	296,000.00	GAA	GAD National Committee, All Regional and Field Offices and Central Office



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7	GAD Mandate on the Observance of Women's Month in accordance with Proclamation No. 224 and 227, s. of 1988, and other GAD Laws	The need to reinforce the knowledge and commitment of employees on GAD related concerns and issues	Enhance organizational capacity for gender mainstreaming	GASS: III.Operations	Conduct of activities pertaining to Celebration of National Women's Month	Sixteen (16) Regional Offices and Central Office conducted activities pertaining to the Celebration of Women's Month	856,800.00	GAA	GFPS Executive Committee and TWG-GFPS, All Regional and Field Offices and Central Office
8	MCW Rule VI. Institutional Mechanisms Sec. 37.a Planning, Budgeting, Monitoring and Evaluation for GAD	Insufficient monitoring and evaluation mechanism for GAD	Strengthened organizational capacity for GAD Mainstreaming	GASS: III.Operations	Conduct of regular regional quarterly monitoring and evaluation of GAD Plan Implementation thru online or face-to-face meetings	Four (4) Quarterly meetings conducted wherein GAD programs are accomplished, monitored, evaluated as planned based on submitted reports	960,000.00	GAA	Regional GFPs, Regional TWG, All Regional and Field Offices



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9	MCW Rule VI. Institutional Mechanisms Sec. 37.a Planning, Budgeting, Monitoring and Evaluation for GAD	Inadequate gender-responsive program to promote gender awareness of the clients of Parole and Probation Administration	Presence of a uniform program to provide gender sensitivity training to the clients supervised	GASS: III.Operations	Evaluate the implementation of Integrated Module on Gender Concepts for Parole and Probation Services	Assess and evaluate the implementation of the Integrated Modules on Gender Concepts for Parole and Probation Services and revise if there is a need by the end of 1st quarter of 2024	128,000.00	GAA	GFPS Executive Committee and TWG-GFPS, All Regional and Field Offices
10	MCW Rule VI, institutional Mechanisms Sec. 37.a Planning, Budgeting, Monitoring and Evaluation for GAD	Lack of knowledge on standards of monitoring and evaluation system on GAD project implementation	PAPs monitored and evaluated using the HGDG tool	GASS: III.Operations	Use of HGDG in Agency's harmonized programs (TC, RJ and Volunteerism) and other relevant/prevaling rehabilitation programs	At least (1) of the Agency's harmonized and other relevant/prevaling programs were subjected to HGDG by end of 2024	128,000.00	GAA	GAD National Committee, All Regional and Field Offices and Central Office



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11	Strengthen GAD Database pursuant to RA 9710 Chapter VI Sec 36c	Insufficient data gathering	Strengthened organizational capacity for Gender Mainstreaming	GASS: III.Operations	Continuous consolidation, evaluation and submission of sex disaggregated data of clients	Sixteen (16) Regional Offices have submitted their consolidated SDD. Gender data is incorporated in planning, programming and policy formulation of the agency	756,000.00	GAA	GFPS Executive Committee and TWG-GFPS, All Regional and Field Offices and Central Office-Planning Division
12	Strengthen GAD Database pursuant to RA 9710 Chapter VI Sec 36c	Insufficient data gathering	Strengthened organization capacity for Gender Mainstreaming	GASS: III. Operations	Analysis of Sex Disaggregated Data Reports	Sex data is incorporated in planning, programming and policy formulation of the Agency.	315,588.00	GAA	GFPS Executive Committee and TWG-GFPS, All Regional and Field Offices



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13	Insufficient dissemination of GAD programs, projects and activities	Outdated agency website and no publication GAD-PAPs	Updated agency website	GASS: III.Operations	Monitor 100% compliance of all regions to the submission of the regional GAD PAPs (Quarterly Accomplishment Reports) for review and final submission to the Executive Committee and for dissemination via posting to the agency's website	GAD PAPs were uploaded in agency website, updated quarterly	170,000.00	GAA	GFPS Executive Committee and TWG-GFPS, All Regional and Field Offices and Central Office
14	Limited capacity of personnel to mainstream gender in the agency's PAPs	Absence of continuing programs/trainings of PPA personnel to level up their knowledge and skills on GAD matters	Enhance training and development for PPA personnel	GASS: III. Operations	Conduct of GAD Training Needs Analysis to all PPA personnel	100% of PPA personnel in need of gender-related trainings are identified before the end of 1st quarter 2024	850,000.00	GAA	GFPS Executive Committee and TWG-GFPS, All Regional and Field Offices and Central Office-Training Unit
15	Limited capacity of personnel to mainstream gender in the agency's PAPs	Absence of continuing programs/trainings of PPA personnel to level up their knowledge and skills on GAD matters	Enhance training and development for PPA personnel	GASS: III.Operations	Capacity building on gender-related training (GST, Gender Mainstreaming, Gender Analysis, HGDG) to personnel (based on the result of TNA)	Conducted the GAD-related trainings based on the TNA result before the end of 4Q 2024	17,286,000.00	GAA	GFPS Executive Committee and TWG-GFPS, All Regional and Field Offices and Central Office-Training Unit



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16	Observance of GAD related activities pursuant to RA 10398 and Proclamation 1172, s.2006	The need to reinforce the knowledge and commitment of employees on GAD related concerns and issues	Committed PPA personnel in participating to GAD related activities	GASS: III.Operations	Conduct of activities in observance of 18-Day Campaign to End Violence Against Women and Children (VAW-C)	Sixteen Regional Offices and Central Office personnel participated to the 18-Day Campaign to End Violence Against Women and Children (VAW-C)	856,800.00	GAA	GFPS Executive Committee and TWG-GFPS, All Regional and Field Offices and Central Office
17	Lack of Policy to address concerns of vulnerable PPA personnel (SC, PWD, Pregnant and Lactating women, solo parent, etc.	The need to issue a policy to address concerns of vulnerable PPA personnel	Vulnerable PPA personnel are given consideration in personnel action	GASS: III. Operations	Crafting of guideline for identifying/determining vulnerable personnel	At least one (1) policy crafted for the vulnerable personnel before the end of 2024	340,000.00	GAA	GFPS Executive Committee and TWG-GFPS, All Regional and Field Offices and Central Office
18	Lack of GMMS Focal Person to access and navigate the Gender Mainstreaming Monitoring System (GMMS)	Need for additional focal person knowledgeable of the GMMS to monitor and maintain Agency GAD Profile	Strengthened organizational capacity for Gender Mainstreaming	GASS: III. Operations	Training of additional GMMS focal person	At most two (2) of the GFPS and secretariat are trained on the GMMS	12,000.00	GAA	GAD National Committee
SUB-TOTAL							51,669,132.50	GAA	
TOTAL GAD BUDGET							51,669,132.50		



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Administrator

Date

02/16/2024

