

ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT  
FY 2023

Reference: Endorsed GPB #2023-014662				Date Endorsed: Feb 06, 2023			
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:		882,885,000.00					
Actual GAD Expenditure		112,006,614.80		Original Budget		45,144,775.50	
				% Utilization of Budget		248.11	
% of GAD Expenditure:		12.69%					

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

	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
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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 usually belongs to the lower socio-economic status and therefore may have not hold higher education attainment	Increase knowledge of men and women client on gender-related laws	MFO: Community-based rehabilitation and reintegration of offenders upgraded	Conduct of at least one (1) GAD-related information dissemination campaign to clients per semester via online thru virtual platforms or face-to-face (with strict observance on health protocols) relative to VAWC, MCW Cyber-crime, Kasambahay Law.	Regional Offices have conducted information dissemination campaign to at least 50% of clients (118,879 men and 16,781 women) supervised by the end of 4Q 2023.	A total of 4,854 information dissemination campaign activities were conducted by the 16 regional and 213 field offices to 160,216 clients (140,525 men and 19,691 women) supervised as of December 31, 2023. These activities were conducted in a blended platforms. Clients' knowledge on gender related laws were enhanced and become responsive on their gender needs.	9,852,342.00 GAA	28,636,059.15 GAA	All Regional and Field Offices  All Regional and Field Offices	Done. As more face-to-face interactions were allowed and due to the increasing number of clients supervised, there is an increase in the information dissemination campaigns conducted by the field and regional offices, thus actual and attributable cost also increased.
2	Need to deepen the knowledge among men and women clients on gender-related laws	Information dissemination program does not reach out women and men clients who belong to the grass root level of the community	Increased knowledge of men and women client on gender-related laws	MFO: Community-based rehabilitation and reintegration of offenders upgraded	Produce and distribute IEC materials on gender-related laws including but not limited to MCW, VAW-C, Kasambahay Law, Anti-Sexual Harassment, HIV, Responsible Parenting, Teenage Pregnancy, etc.	Sixteen (16) Regional Offices have disseminated IEC materials to at least 50% of clients (59,439 men and 8,391 women) supervised	100% (16/16) of regional offices and its field offices reproduced and distributed IEC materials to 105,392 or 65.78% of clients supervised (92,439 men and 12,953 women). This information materials increased knowledge of men and women client on gender-related laws.	16,957.50 GAA	6,283,715.97 GAA	All Regional and Field Offices  All Regional and Field Offices	Done. More IEC materials were distributed during the year as more info-dissemination campaign were conducted

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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 reintegration of offenders upgraded	Continuous conduct of Gender Sensitivity Training and other GAD related seminars online thru virtual platforms or face-to-face once allowed, including the coaching of clients, individualized assistance in identifying needs and probable solutions and strengthen gender sensitivity awareness amidst pandemic	At least 50% of clients (60,760 men and 8,577 women) are able to disclose gender issues with strengthen gender sensitivity amidst pandemic	Continuous conduct of Gender Sensitivity Training (4 modules consisting of 9 sessions) and other gender-related seminars/trainings (144) in blended platform, including life coaching to clients, individualized assistance in identifying needs and probable solutions, and strengthen gender sensitivity awareness amidst pandemic attended/participated by 160,216 or 98.66% (140,493 men and 19,723 women) of clients supervised.They were able to identify their gender issues and enhanced their gender role awareness.	4,127,324.00 GAA	37,707,086.12 GAA	All Regional and Field Offices  All Regional and Field Offices	Done. Continuing conduct of gender sensitivity trainings together with the orientation/seminar of other gender-related laws opened an opportunity to the clients of PPA to be aware of their gender needs thus, they were able to disclose their gender issues, needs and concerns to their probation officers.

**ORGANIZATION-FOCUSED ACTIVITIES**

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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.1.GASSIII.Operations	Conduct of GAD Strategic Planning Workshop by the end of 1st quarter of 2023 and accomplished the year-end PPA GAD Agenda Preparation of GAD Plan Budget by the end of the 3rd quarter 2023.	Strategic Plan was conducted, Year-End GAD Agenda was accomplished and GAD Budget and other GAD related reports were submitted as planned	Reorientation and Drafting of 2024 GAD Plan and Budget was conducted on September 21, 2023, attended by 22 (18 women and 4 men) GAD Executive Committee and Regional TWG members	656,581.00 GAA	2,981,181.30 GAA	GAD National Committee, All Regional Offices and Central Office-Training Unit	Done. Face-to-Face re-orientation and preparation of the GAD PB for FY 2024 were completed. Regional TWG members conducted re-echo meeting to its field offices.
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.1 GASSIII. Operations	Conduct of regular (quarterly) monitoring and evaluation of GAD Plan Implementation, budget planning and other required activities thru virtual platforms and other means of communication	Four (4) quarterly meetings conducted with 38 FP/TWG (9 men and 29 women) members-wherein GAD programs are accomplished, monitored and evaluated as planned based on the submitted reports	Three (3) quarterly meetings were conducted on February 23, September 20, and October 10, 2023 in a blended platform.It was attended by a total of 100 (83 women and 17 men) GAD Executive Committee and Regional TWG members.Agency GAD programs/activities were monitored and evaluated as planned.Compliance to reportorial requirements were discussed and updated. Compliance to 5% attributable to GAD budget were reported on a quarterly basis.	2,881,292.00 GAA	7,012,158.60 GAA	GAD National Committee, All Regional Offices and Central Office	Done. Accordingly, Regional GAD committees conducted quarterly meetings to monitor and evaluate the PAPs implementation.



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6	Strengthen GAD Database pursuant to RA 9710 Chapter VI Sec 36c	Insufficient data gathering	Strengthened organizational capacity for Gender Mainstreaming	GASS: A.1 GASSIII. Operations	Continuous consolidation, evaluation and submission of required sex disaggregated data of clients	All reports are submitted, gender data is incorporated in planning, programming and policy formulation of the agency.	Continuous consolidation, evaluation and submission of sex disaggregated data of clients were done by the 16 regions and its field offices.The evaluated data were incorporated in planning, programming and policy formulation of the agency.	7,851,814.00 GAA	8,932,044.82 GAA	GAD National Committee, All Regional Offices and Central Office-Planning Division and CMRD  GAD Executive Committee, All Regional and Field Offices and Central Office	Done. Continuous encoding in the field offices are done monthly and quarterly, for their monitoring of clients, which are subsequently consolidated in the regional offices and submitted to the central office for the agency SDD report.
7	Strengthen GAD Database pursuant to RA 9710 Chapter VI Sec 36c	Insufficient data gathering	Strengthened organizational capacity for gender mainstreaming	GASS: A.I.GASS III.Operations	Analysis of Sex Disaggregated Data Reports	Sex Disaggregated Data analyzed is incorporated in planning, programming and policy formulation of the agency	This activity was not realized due to time constraint.	4,001,496.00 GAA	0.00 GAA	Central Office-Planning Division and CMRD	Not Done. Analysis of the SDD was not completed as there was time constraint on the part of the GAD Executive Committee members.

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8	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.1 GASSIII.Operations	Conduct of at least one (1) activity per region during the celebration of the National Women's Month thru virtual platform or face-to-face (with strict observance of health protocols)	Sixteen (16) Regional Offices complied with Proclamation No 224 and 227, s. 1998	100% (16/16) of regional offices with their field offices and central office conducted/participated in the activities during the celebration of the National Women's Month in compliance with PCW MC No. 2023-01.Further, a total of 56 activities were conducted nationwide participated by 920 or 71.10% (304 men and 616 women) personnel of the agency.	672,181.00 GAA	3,508,023.21 GAA	GAD National Committee, All Regional Offices and Central Office  GFPS Executive Committee and TWG-GFPS, All Regional and Field Offices and Central Office-Training Unit	Done. Activities held during the National Women's Month were conducted Face-to-Face utilizing expenses for venues, meals, supplies and materials.

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9	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 have limited time to effectively implement GAD PAPs	Sufficient capacity of PPA GFPs and personnel to implement GAD PAPs	GASS: A.1. GASSIII. Operations	Inventory of personnel's gender-related training and capacity building	Personnel in need of gender-based training identified -provided at least one (1) webinar to at least 50% of identified personnel. - Conducted regional trainer's training to at least 50% of field officers before the end of December 2023.	Newly-appointed personnel(47)and1,045 personnel attended gender-based seminar/training (639).	4,171,200.00 GAA	10,276,406.91 GAA	GFPS Executive Committee and TWG-GFPS, All Regional and Field Offices and Central Office-Training Unit  GAD National Committee, All Regional Offices and Central Office-Training Unit	Partially Done. Regional Trainer's Training have yet to be conducted.Seminars/Trainings conducted for personnel:1) Conduct of Training Needs Analysis2) Gender Analysis and HGDG (GFPS and TWG and re-echoed by some regions)3) Basic GST4) Gender Empowerment5) Trainers' Training on Implementation of the Integrated Modules on Gender Concepts for Parole and Probation Services (GST for clients)6) Safe Spaces Act7) Digitalization of Gender Equity7) MOVE Webinar8) GAD Mandates9) KATROPA (Kalalakihang Tapat sa Responsibilidad at Obligasyon sa Pamilya)10) Breaking Barriers: Celebrating Pride in Sexual Orientation Gender Identity11) VAWC12) Role of Men and Women in Advancing Gender Equality13) Sexual Orientation and Gender Identity14) GAD in the Workplace15) Empowering Gender Equality through Mental and Reproductive Health16) Lecture on Sexually Transmitted Infection and Confidential Testing and Counselling17) Women Empowerment18) Gender and Development

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10	Insufficient dissemination of GAD programs, projects and activities	Outdated agency website and no publication of GAD-PAPs	Updated agency website	GASS: A.1 GASSIII.Operations	Monitor 100% compliance of all regions to the submission of the regional GAD PAPs for review and final submission of the Executive Committee to the Administration, for dissemination and public-action of a duly designated website coordinator for this purpose	GAD PAPs were uploaded on the agency website- Update end of each quarter	GAD-related information such as the GAD Accomplishment Report 2022 and GAD Plan and Budget 2023 was uploaded in the existing website and was done by one (1) personnel.	315,588.00 GAA	91,874.80 GAA	GAD National Committee, All Regional Offices and Central Office-CMRD  Central Office-Planning Division and CMRD	Done. GAD-related information are officially uploaded in the Agency's website by 1 personnel, likewise regional offices uploads /post GAD-related activities in their official social media accounts.
11	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.1.GASSIII.Operations	Monitor printing and dissemination of every newly-issued	All regions printed and disseminated GAD IEC materials by the end of 2nd quarter 2023	100% of regional and field offices printed and disseminated GAD IEC materials.A total of 63,620 IEC materials were printed and disseminated.	170,000.00 GAA	1,268,867.29 GAA	GAD National Committee, All Regional Offices and Central Office	Done. More IEC materials were reproduced / printed as more face to face Public Information Dissemination on GAD related-laws and other gender related materials were conducted.



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12	Incomplete GAD database for employees pursuant to RA 9710	Insufficient data gathering	Gender gaps identified	GASS: A.1 GASSIII.Operations	Evaluate and analyze GAD database of PPA employees.	All regions submitted database, national database is created and conduct of at least one (1) training to 50% of PPA employees by end of December 2023	Through the initiative of the GAD Executive Committee, committee members and regional TWG have undergone training on Gender Analysis and Harmonized gender and Development Guidelines.Regional TWG FPs re-echoed these trainings in their regions	8,342,400.00 GAA	2,377,161.14 GAA	GFPS Executive Committee and TWG-GFPS, All Regional and Field Offices and Central Office-Training Unit  GAD National Committee, All Regional Offices and Central Office	Partially Done. The database is yet to be completed as collection of data is still ongoing for the creation of a national database of PPA employees and the GAD-related trainings they have undergone and shall be attending.
13	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 to GAD related concerns and issues	Enhanced organizational capacity for gender mainstreaming	GASS: A.1.GASSIII. Operations	Conduct at least one (1) activity per region during the 18-Day Campaign to End Violence	Sixteen (16) Regional Offices participated to the 18-day Campaign to End Violence Against Women and Children in accordance with RA 9262	100% (16/16) of regional offices with its field offices and the central office participated to the 18-Day Campaign to End VAW-C.Personnel wear Orange polo shirt/blouse every 25th of the month to signify their support to the campaign.Field and Regional offices hang VAW-C streamers.Conduct of VAW-C seminars were conducted for the personnel of the agency	2,085,600.00 GAA	2,932,035.49 GAA	GAD National Committee, All Regional Offices and Central Office-Training Unit  GFPS Executive Committee and TWG-GFPS, All Regional and Field Offices and Central Office-Training Unit	Done. Activities to support the campaign were conducted in person/face-to-face utilizing expenses for venues, meals and accommodations for regional offices.
SUB-TOTAL								45,144,775.50	112,006,614.80	GAA	
TOTAL								45,144,775.50	112,006,614.80		

Prepared By:

Approved By:

Date

  
LUCY MENETTE V. ROJAS

Chairperson, GAD Focal Point System

  
ATTY. BIENVENIDO O. BENITEZ, JR.

Administrator

10 June 2024