

COMMENTS ON THE ANNUAL GAD ACCOMPLISHMENT REPORT FY 2021

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:	983,637,000.00		
Actual GAD Expenditure	101,210,969.28	Original Budget	79,283,984.00
		% Utilization of Budget	127.66
Actual GAA Expenditure	101,210,969.28	Original GAA Allocation	79,283,984.00
		% Utilization of Original	127.66
% of GAD Expenditure:	10.29%		

Philippine Commission on Women

March 23, 2022

Final Observations and Remarks:

Thank you for submitting your FY 2021 Gender and Development (GAD) Accomplishment Report [AR].

The Philippine Commission on Women (PCW) notes the implementation of your GAD programs, projects and activities, and other GAD-related accomplishments for the period. We appreciate the efforts of PPA in responding to the gender issues of its clientele and/or in addressing its commitments under national and international mandates on GAD.

As final instructions, please print this GAD AR together with PCW's final observations and remarks and submit the signed copies for reference to your resident COA Auditor. For its submission to PCW, kindly send the signed electronic copy of the FY 2021 GAD AR to pdpmcd.monitoring@pcw.gov.ph copy furnished the dd_operations@pcw.gov.ph.

In downloading your 2021 GAD AR, kindly follow these steps:

- Click the "My GAD Profiles" menu;
- Select "List of GAD Plans and GAD ARs";
- Click the View icon under the Actions column;
- Click the Comment Reports icon on the upper left side portion of the window to view the reviewed GAD AR with PCW's comments, remarks, or observations; and
- Finally, click the PDF icon to generate the report.

Again, thank you.

	Gender Issue /Gad Mandate (1)	Cause of Gender Issue (2)	GAD Result Statement/GAD Objective (3)	Relevant Organization MFO/PAP or PPA (4)	GAD Activity (5)	Performance Indicators / Targets (6)	Actual Result (Output/Outcomes) (7)	Total Agency Approved Budget (8)	Actual Cost /Expenditure (9)	Remarks (10)
CLIENT-FOCUSED ACTIVITIES										
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	Community-based rehabilitation and re-integration of offenders upgraded	Conduct of at least one (1) information dissemination campaign per semester	Sixteen (16) Regional Offices have conducted information dissemination campaign thru online via Zoom - At least 50% of clients supervised participated by end of 4Q 2021	Sixteen (16) Regional Offices have conducted information dissemination campaign thru webinars to 98.39% or 65,703 clients (men 52,562 and women 13,141) supervised during the year.	17,764,450.00	18,692,107.70	
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	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, Kasambahay Law, Anti-Sexual Harrassment, HIV, etc.	Sixteen (16) Regional Offices have reproduced and distributed IEC materials on gender-related laws - At least 50% of clients supervised were given IEC materials by end of 4Q 2021	Production and distribution of IEC materials on gender-related law including but not limited to MCW, VAWC, etc. were made by thirteen (13) regions and were given to 70.13% (M 37,465 W 9,366) clients supervised by end of 4Q 2021	786,500.00	2,255,638.70	
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	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	Sixteen (16) Regional Offices continuously conducted GST and other GAD related seminars thru webinars - At least 50% of clients supervised trained and can relate their gender-needs by end of 2021	Sixteen (16) Regional Offices and 215 Field Offices continuously conduct GST and other GAD related seminar to 109,154 men and 27,288 women supervised clients (98.39% or 136,442) that raised their gender sensitivity	24,062,750.00	26,186,022.09	


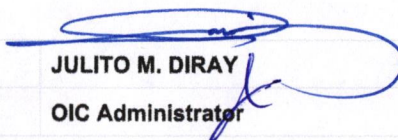
	Gender Issue /Gad Mandate (1)	Cause of Gender Issue (2)	GAD Result Statement/GAD Objective (3)	Relevant Organization MFO/PAP or PPA (4)	GAD Activity (5)	Performance Indicators / Targets (6)	Actual Result (Output/Outcomes) (7)	Total Agency Approved Budget (8)	Actual Cost /Expenditure (9)	Remarks (10)
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	A.III.Operations	Conduct of regular (quarterly) monitoring and evaluation of GAD Plan Implementation using hybrid online platform	Four (4) quarterly meetings conducted with Regional /TWG members - Established extent of gender mainstreaming in the agency . Implementation gaps identified and addressed	Two (2) quarterly meetings attended by 19 women and 4 men Committee Members and Regional Focal Points to monitor and the implementation of GAD PB 2021 programs. Fifteen (15) Regional Focal Points including Central Office FP conducted their quarterly GAD meeting to monitor the extent of gender mainstreaming and implementation gaps were identified.	1,721,724.00	3,303,106.46	
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	A.III.Operations	Continuously conduct GAD Analysis and Mainstreaming capacity-building for GFPs and personnel to ensure gender-responsive rehabilitation programs	Conducted at least one (1) GAD Analysis and Mainstreaming capacity-building sessions. - All GAD FPs and National GAD Committee Members have been capacitated	No capacity-building conducted due to time constraint	530,581.00	0.00	
6	MCW Rule VI. Institutional Mechanisms Sec. 37.a Planning, Budgeting, Monitoring and Evaluation for GAD	Need for additional focal person to GMMS to monitor and maintain Agency GAD Profile	Strengthened organizational capacity for Gender Mainstreaming	A.I.GASS III.Operations	Training of additional GMMS focal person	Attendance of personnel in the Orientation on GMMS conducted by the PCW. - At least two (2) personnel oriented and trained in GMMS	Two (2) personnel were registered to the GMMS dashboard but have yet to attend orientation	0.00	0.00	

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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	A.I.GASS III.Operations	Continuous training on GAD strategic and annual plan and budget	Conducted GAD Strategic Planning Workshop by end of 1st Quarter of 2021. - Prepared Annual GAD Plan and Budget by end of 3rd quarter 2021. Prepared 6-year GAD Agenda for PPA	Preparation of 2022 GAD Plan and Budget were done and submitted to PCW. GAD Strategic Planning Workshop were to be done on FY 2022	1,591,743.00	0.00	GAD Strategic Planning Workshop were not conducted due to time constraint.
8	Strengthen GAD Database pursuant to RA 9710 Chapter VI Sec 36c	Insufficient data gathering	Strengthened organizational capacity for Gender Mainstreaming	A.III.Operations	Continuous consolidation of sex disaggregated data	Submission of Regional Annual SDD of clients to Central Office fifteen (15) working days after December 31. - Gender data is incorporated in planning, programming and policy formulation of the agency.	Continuous consolidation of Client's SDD as submitted by Field Offices to Regional Offices then to Central Office. Gender data is incorporated in planning, programming and policy formulation of the agency.	4,859,388.00	12,888,831.30	
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	A.III.Operations	Conduct of activities thru webinars pertaining to Celebration of National Women's Month	100% participation of PPA employees. - Increased motivation and productivity of the PPA employees	Central Office and Regional/Field Offices participated and conducted activities and participated by 852 (682 women and 170 men) personnel thus increasing motivation and productivity of the personnel	4,223,200.00	2,151,460.77	
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	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 June 2021. - Implemented GAD QPS	Drafted GAD QPS have yet to be reviewed by the GAD National Committee	530,581.00	0.00	This activity is yet to be done.

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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	A.III.Operations	Inventory of personnel's gender-related training and capacity building. Continuing conduct of GST and other gender-related training for personnel based on the inventory using hybrid seminars.. Organize 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 2021. - Organized regional trainer's training to at least 50% of field officers before the end of December 2021	Continuous conduct of GST and other gender responsive training to 925 or 97.57% personnel (740 women and 185 men)	660,576.00	2,679,095.36	
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	A.III.Operations	Reconstitution of the Committee on Magna Carta of Probation Officers, close coordination of a member of the National GAD Executive Committee with the former	Reconstitute the Committee. - Assigned a focal person to lobby	Due to time constraint, the two committees have yet to meet.	0.00	0.00	

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13	Insufficient dissemination of GAD programs, projects and activities	Outdated agency website and no publication GAD-PAPs	Updated agency website	A.III.Operations	Publish GAD PAPs in the website	Administrator assigns personnel to handle agency website- Updated website by the end of each quarter - Updated website by the end of each quarter	Region IV-B assigned their Non-Organic/Job order personnel to update their website to post their GAD activities, programs and projects.	1,316,946.00	247,299.28	Central Office and Regional Offices have personnel assigned to monitor their website but have yet to include GAD programs, activities and projects. This is yet to be done.
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	A.III.Operations	Printing of updated GAD IEC materials	Printing GAD IEC materials - by end of 2nd quarter 2021	GAD IEC materials were updated, printed and disseminated by the Central Office, Regional and Field Offices	170,000.00	601,510.03	
15	Incomplete GAD database for employees pursuant to RA 9710	Insufficient data gathering	Gender gaps identified	A.III.Operations	Evaluate and analyze GAD database of PPA employees for Needs Assessment	Submitted data analysis and - findings by end of 2021	Three (3) regions started gathering data and have yet to submit their analysis and findings to the committee	932,655.00	137,304.54	

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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 on GAD related concerns and issues	Enhanced organizational capacity for gender mainstreaming	A.III.Operations	Conduct of activities in observance o 18-Day Campaign to End Violence Against Women and Children	100% participation of PPA employees Increased motivation and productivity of the 300 male and 697 female PPA employees - Increased motivation and productivity of the PPA employees	73.52% or 697 men and women from the different central/regional/field offices participated in the activities in observance of 18 Day Campaign to End Violence Against Women and Children by wearing Orange t-shirt, hanging of streamers, webinars on VAWC and other gender related activities	4,095,450.00	4,225,863.98	
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 employees on GAD related concerns and issues	Committed PPA personnel in participating to GAD related activities	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, activities may include but not limited to Rapid/Swab testing, procurement of PPEs, masks, alcohol, disinfectant solution and other supplies related to sanitation and Covid-19 prevention, mental and physical wellness check to mitigate mental and physical health issue occurrence among the workforce caused by the Pandemic	Increased participation of PPA personnel in various gender related activities by 50% - Motivated and committed PPA personnel on GAD related concerns and issues	95.78% or 908 men and women personnel participated in various gender related activities such as film showing "Ang Guro Kong Di Marunong", webinar "Handling Home Wastes: Gender Empowerment in the Care of Environment, Safe Spaces Act provision of mask, alcohol and other supplies related to sanitation and Covid-19 prevention to mitigate mental and physical health issue occurrence among the personnel caused by the pandemic	16,037,440.00	27,842,729.07	
SUB-TOTAL								79,283,984.00	101,210,969.28	GAA
TOTAL								79,283,984.00	101,210,969.28	

Prepared By:	Approved By:	Date
 PERLITA S. SILVEDERIO	 JULITO M. DIRAY	3-25-22
Chairperson, National GAD Committee	OIC Administrator	