

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2025**

Sequence No.: 2025-019491

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: 1,139,252,000.00

Total GAD Budget 61,273,559.00 **Primary Sources** 61,273,559.00
Other Sources 0.00

% of GAD Allocation: 5.38%

	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								
1	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	Increased knowledge of men and women client on gender-related laws	MFO: Community-based rehabilitation and reintegration of offenders upgraded	Conduct of activities for the clients in observance of the 18-Day Campaign to End Violence Against Women and Children	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 (54,764 men and 7,691 women)	3,966,146.00	GAA	All Regional and Field Offices



**THIS IS TO CERTIFY THAT THIS DOCUMENT HAS BEEN
REVIEWED AND ENDORSED THROUGH THE GMMS**

LUCY SENETTIV. ROJAS
CHAIRPERSON, GAD FOCAL
POINT SYSTEM

**ATTY. BIENVENIDO O.
BENITEZ, JR,**
ADMINISTRATOR



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2	Low level of consciousness and understanding on GAD-related laws among the clients in the community-based treatment program	Lack of access to learning opportunities on GAD awareness in the communities	Increased access to learning opportunities on gender-related laws	MFO: Community-based rehabilitation and reintegration of offenders upgraded	Continuous conduct of public information dissemination campaign on gender-related laws including but not limited to VAWC, MCW Cybercrime, Kasambahay Law, etc.	Number of public information dissemination (PID) campaign in the communities conducted - at least 2 PID on GAD related laws per field office (213 FOs)	1,686,793.00	GAA	All Regional and Field Offices
3	Low level of consciousness and understanding on GAD-related laws among the clients in the community-based treatment program	Lack of GAD awareness among clients under community-based treatment program	Conducted seminars on other gender-related laws to the men and women clients under the community-based treatment program	MFO: Community-based rehabilitation and reintegration of offenders upgraded	Orientation-seminars on gender-related laws conducted for the men and women clients under community-based treatment program	At least 50% of Regional Offices (16 Regional Offices) conducted orientation-seminars on gender-related laws to at least 50% of clients (54,764 men and 7,691 women) supervised by the end of 4Q 2025	8,138,128.00	GAA	All Regional and Field Offices
4	Low level of consciousness and understanding on GAD-related laws among the clients in the community-based treatment program	Lack of GAD awareness among clients under community-based treatment program	Conducted Gender Sensitivity Training to the men and women clients under the community-based treatment program	MFO: Community-based rehabilitation and reintegration of offenders upgraded	Continuous conduct of gender sensitivity training using the Integrated Modules on Gender Concepts for Parole and Probation Services	At least 50% of regional offices (8/16) conducted GST using the Integrated Modules on Gender Concepts for Parole and Probation Services to at least 50% of clients (954,764 men and 7,691 women) supervised by the end of 4Q 2025	10,713,318.00	GAA	All Regional and Field Offices



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5	GAD Mandate on the National Women's Month celebration 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	Increased knowledge of men and women client on gender-related laws	MFO: Community-based rehabilitation and reintegration of offenders upgraded	Conduct of activities for the clients during the National Women's Month per Proclamation No. 224 and 227, s. 1998	Sixteen (16) Regional Offices have conducted activities in celebration of the National Women's Month participated in by at least 50% of clients (54,764 men and 7,691 women)	3,966,146.00	GAA	All Regional and Field Offices
6	Lack of mechanism to gather gender issues/concerns	Difficulty of clients to express their gender issues and concerns in a group setting	Conducted an activity for willing clients to fully-express their gender issues and needs in private	MFO: Community-based rehabilitation and reintegration of offenders upgraded	Conduct of individual life-coaching/counseling sessions to willing clients to enable them to express their gender issues and needs in private	Individual life-coaching/counseling sessions conducted participated in by- at least 30% of clients who are willing to fully express their gender needs and issues availed individual coaching / counseling sessions by the end of 4Q 2025	13,494,343.00	GAA	All Regional and Field Offices

ORGANIZATION-FOCUSED ACTIVITIES



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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	GASS: 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, monitored, evaluated as planned based on submitted reports	296,000.00	GAA	GFPs Executive Committee and all TWG-GFPs, All Regional Offices and Training Unit
8	MCW Rule VI, institutional Mechanisms Sec. 37.a Planning, Budgeting, Monitoring and Evaluation for GAD	MCW Rule VI.Institutional Mechanisms Sec. 37.aPlanning, Budgeting, Monitoring and Evaluation for GAD	Strengthened organizational capacity for Gender 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 regional meetings - conducted wherein GAD programs are accomplished, monitored, evaluated as planned based on submitted reports	960,000.00	GAA	TWG-GFPs, All Regional Offices and Central Office
9	MCW Rule VI, institutional Mechanisms Sec. 37.a Planning, Budgeting, Monitoring and Evaluation for GAD	Lack of knowledge on the standards of monitoring and evaluation system on GAD project implementation	PAPs monitored and evaluated using the HGDG tool	GASS: III. Operations	Use of HGDG on Agency's harmonized programs (TC, RJ and Volunteerism) and other relevant/prevailing rehabilitation programs	At least one (1) of the Agency's harmonized and other relevant/prevailing programs were subjected to HGDG by end of 2025	128,000.00	GAA	GFPs Executive Committee and TWG-GFPs



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10	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 all TWG-GFPs, All Regional Offices and Central Office-Planning Division & CMRD
11	Strengthen GAD Database pursuant to RA 9710 Chapter VI Sec 36c	Insufficient data gathering	Strengthened organizational capacity for Gender Mainstreaming	GASS: III. Operations	Analysis of Sex Disaggregated Data (SDD)	Sex data is incorporated in planning, programming and policy formulation of the Agency	297,883.00	GAA	GFPs Executive Committee and TWG-GFPs, All Regional Offices
12	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 and Volunteer Probation Assistants (VPAs) on GAD related concerns and issues	Enhanced organizational capacity for gender mainstreaming	MFO: III. Operations	Conduct of activities for the personnel and Volunteer Probation Assistants (VPAs) pertaining to the Celebration of National Women's Month	Sixteen (16) Regional Offices and the Central Office - conducted activities for the personnel and Volunteer Probation Assistants (VPAs) in celebration of the National Women's Month	1,731,000.00	GAA	GFPs Executive Committee and all TWG-GFPs, All Regional Offices and Training Unit



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13	Observance of GAD related activities pursuant to Proclamation Nos. 224 and 227, s. of 1998, and other GAD laws	the knowledge and commitment of employees and Volunteer Probation Assistants (VPAs) on GAD related concerns and issues	Committed PPA personnel and VPAs in participating to GAD related activities	GASS: III. Operations	Conduct of activities for personnel and Volunteer Probation Assistants (VPA's) in observance of 18-Day Campaign to End Violence Against Women and Children	Sixteen (16) Regional Offices and the Central Office conducted activities for the personnel and Volunteer Probation Assistants (VPA) in observance of the 18-day Campaign to End Violence Against Women and Children	1,731,000.00	GAA	GFPs Executive Committee and all TWG-GFPs, All Regional Offices and Central Office-Training Unit
14	Capacity building on GAD including GAD-related laws and commitments for the personnel pursuant to Sec. 4.2 of PCW-NEDA-DBM Joint Circular No. 2022-01	Lack of or limited understanding on GAD, GAD laws and/or emerging gender issues and needs among the PPA personnel and Volunteer Probation Assistants (VPA's)	Increased understanding on GAD, GAD laws, nd/or emerging gender issues and needs among the PPA personnel and VPAs	GASS: III. Operations	Continuous conduct of capacity building on GAD, GAD laws and/or emerging gender issues and needs for the PPA personnel and Volunteer Probation Assistants (VPA's)	Sixteen (16) Regional Offices and the Central Office conducted seminar/workshops/trainings to its personnel and VPAs	11,247,202.00	GAA	GFPs Executive Committee and all TWG-GFPs, All Regional Offices and Training Unit



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15	Special leave benefits for women(a) Special Leave Benefits for Women (RA No. 9710 / CSC MC No. 25, s. 2010)(b) 10-Day VAWC Leave (RA No. 9262 / CSC MC No. 15, s. 2005)(c) Maternity Leave (R.A. No. 11210 / IRR issued by CSC, DOLE and SSS) and Paternity Leave (R.A. No. 8187 / CSC MC No. 71, s. 1998, as amended)(d) Solo Parent Leave (RA No. 8972 / CSC MC No. 8, s. 2004)	Limited knowledge of the PPA personnel on the benefits and availment of the Expanded Maternity Leave	Heightened awareness of PPA personnel on the benefits and availment of the Expanded Maternity Leave	GASS: III. Operations	Conduct orientations and fora on the benefits, privileges and availment of the EML	Sixteen (16) Regional Offices and the Central Office conducted at least one (1) orientation and/or fora on the benefits, privileges and availment of the Special Leave Benefits for Women at least 80% of its women personnel *actual availment of such leaves will be reflected as filed and availed	2,161,600.00	GAA	GFPs Executive Committee and TWG-GFPs, All Regional Offices and Central Office-Personnel Section and Training Unit

SUB-TOTAL 61,273,559.00 GAA

TOTAL GAD BUDGET 61,273,559.00



Prepared By:


LUCY NENETTE V. ROJAS

Chairperson, GAD Focal Point System

Approved By:


ATTY. BIENVENIDO O. BENITEZ, JR.,

Administrator

Date

03/05/2025

