

ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT
FY 2024

Reference: Endorsed GPB #2024-017040

Date Endorsed: Feb 16, 2024

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

Actual GAD Expenditure 95,655,664.21

Original Budget 51,669,132.50

% Utilization of Budget 185.13

% of GAD Expenditure: 9.74%

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										

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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.	Sixteen (16/16)Regional Offices have conducted 28,375 information dissemination campaign to 100% of (53,636) newly-referred clients (47,033 men and 6,603 women) supervised by as of 31 December 2024 in their respective offices and some barangay and jail settings, and through media exposure (tv, radio and print ads)	3,891,200.00 GAA	21,771,195.78 GAA	All Regional and Field Offices	Done. Done. Majority of the information dissemination were done face-to-face, there were also media exposures (tv, radio and print ads) including the Kapihan sa Bagong Pilipinas organized by the Philippine Information Agency wherein regional heads appeared speaks about probation.
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)	100% or 16/16 regions conducted various activities (372)included but not limited to orientation-seminar on RA 9710, RA 11313, Gender and Development in the Philippines participated in by 176,388(154,675 men and 21,713 women) clients during the celebration of National Women's Month	3,200,000.00 GAA	3,315,675.78 GAA	All Regional and Field Offices	Done.

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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)	Sixteen (16) Regional Offices have conducted at least 2 activities per field office in observance of the 18-Day Campaign to End Violence Against Women and Children participated in by 97.31% (176,388) of clients (154,675 men and 21,713 women)	4,000,000.00 GAA	5,381,947.90 GAA	All Regional and Field Offices	Done.
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.	16/16 Regions continuously conducts Gender Sensitivity Training using the Integrated Modules on Gender Concepts for Parole and Probation Services (1,066 sessions) to176,388 clients (154,675 men and 21,713 women) supervised by as of 31 December 2024	9,094,090.50 GAA	14,942,452.82 GAA	All Regional and Field Offices	Done. The availability of an Integrated Modules on Gender Concepts enables the probation officers to conduct GST progressively to their clients. And having the modules as reference, they have already a program to follow.

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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	16/16 regions continuously conducts orientation, seminars and trainings (896) to 97.31% clients (154,675 men and 21,713 women) supervised as of 31 December 2024	8,528,654.00 GAA	15,155,473.46 GAA	All Regional and Field Offices	Done. As more clients have undergone GST, probation officers continued to conduct other gender-related trainings and seminars to raise awareness and the level of GAD-consciousness among the clients of the PPA
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	GFPS (26 women and 7 men) conducted 3 quarterly meetings to evaluate and monitor the accomplishment of GAD programs. Additionally, GAD matters were also discussed during the strategic planning, quarterly executive committee meetings and management review	296,000.00 GAA	1,536,065.25 GAA	GAD National Committee, All Regional and Field Offices and Central Office	Done. Although there were only 3 quarterly meetings held by the GFPS Executive Committee and GFPS-TWG, GAD matters including but not limited to the implementation of the PAPs according to the PCW-endorsed GPB were discussed during strategic planning, management review and quarterly executive committee meetings

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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	Personnel of 16/16 regions and the Central Office participated in the celebration of National Women's Month by conducting activities such as but not limited to hanging of taurpalins, purchase and wearing of purple shirts, attendance to orientation, trainings and seminars relative to Magna Carta of Women, introduction to Gender and Development, and other gender-related topics	856,800.00 GAA	4,384,439.17 GAA	GFPS Executive Committee and TWG-GFPS, All Regional and Field Offices and Central Office	Done. Activities were done mostly on a face-to-face basis utilizing funds allocated for venue, meals, supplies and materials.
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	Regional GAD Committees religiously conducted quarterly meetings to monitor, evaluate and prepare the quarterly accomplishment of GAD programs per GPB 2024. Moreso, committees also discussed implementations of the programs towards the end of 2024	960,000.00 GAA	2,722,057.04 GAA	Regional GFPs, Regional TWG, All Regional and Field Offices	Done. Regional GAD Committees were conducting not just quarterly meetings to assess the implementation of the GAD-related PAPs, instead they also convene to plan and formulate these activities

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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	The GFPS through the regional committee members assessed and evaluated the effectivity of the conduct of GST using the Integrated Modules on Gender Concepts for Parole and Probation Services. Majority of the regions appreciated that there is module which serves as a guide/reference to a more progressive GST that a client can understand and appreciate. There were some clients which has expressed gender issues and needs and even shared their experiences regarding VAWC.	128,000.00 GAA	769,764.79 GAA	GFPS Executive Committee and TWG-GFPS, All Regional and Field Offices	Done. Instead of the GFPS assessing the effectivity of the GST, the regional GAD committee through the feedback from their respective field offices were the ones who actually evaluated since they were the end-users of the module.
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	Each of the 16 regions were assigned sessions of the TC Module to evaluate using the HGDG to assess the gender-responsiveness of the TC program	128,000.00 GAA	826,333.96 GAA	GAD National Committee, All Regional and Field Offices and Central Office	Done. Since the regions and field offices are the implementers of the Therapeutic Community Ladderized Program, they were the ones who assessed the gender-responsiveness of the sessions assigned to them

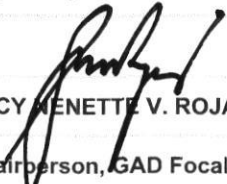
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11	Strengthen GAD Database pursuant to RA 9710 Chapter VI Sec 36c	Insufficient data gathering	Strengthened organizational capacity for Gender Mainstreaming	GASS: III.Operations	Continuous consolidation, evaluation and submission of sex disaggregated 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	All regions and field offices continuously gathered, consolidated and submitted the SDD of the clients supervised	756,000.00 GAA	5,871,033.91 GAA	GFPS Executive Committee and TWG-GFPS, All Regional and Field Offices and Central Office-Planning Division	Done. Data gathering starts from the field offices wherein 841 probation officers obtain responses from their clients then all clerks from the 213 field offices consolidates these data. The data is then submitted to the regional office for consolidation of regional data before forwarding to the Case Management and Records Division and 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.	Regional and CO GAD committees prepared regional GAD quarterly accomplishments to monitor the implementation of their GAD-related PAPs as well as the compliance to the 5% budget attribution. The secretariat evaluated these reports and consolidated as an agency quarterly report, reviewed by the GFPS-TWG and submitted to the GFPS Executive Committee	315,588.00 GAA	1,179,052.43 GAA	GFPS Executive Committee and TWG-GFPS, All Regional and Field Offices	Done. Analysis were done on regional level as some regions used the analyzed data in planning and implementing PAPs

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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	Regional and CO GAD committees prepared regional GAD quarterly accomplishments to monitor the implementation of their GAD-related PAPs as well as the compliance to the 5% budget attribution. The secretariat evaluated these reports and consolidated as an agency quarterly report, reviewed by the GFPS-TWG and submitted to the GFPS Execom.	170,000.00 GAA	1,553,831.70 GAA	GFPS Executive Committee and TWG-GFPS, All Regional and Field Offices and Central Office	Done. Regional GAD Meetings were conducted via face-to-face meeting, zoom and blended manner wherein the regions reported expenses allocated for travelling and meals
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	TNA were conducted on regional level to ascertain the level of GAD awareness of the personnel and to determine which GAD-related trainings were to be conducted and implemented	850,000.00 GAA	826,937.04 GAA	GFPS Executive Committee and TWG-GFPS, All Regional and Field Offices and Central Office-Training Unit	Done.


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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	All 16 regions and the CO conducted 490 gender-related trainings including but not limited to GAD development in the Philippines, RA 9710, RA 11313, RA 9262, RA 8353, RA 10175, and RA 9208, GST, HGDG, Gender Analysis, Gender Mainstreaming, GMEF to enhance the capability of the personnel.	17,286,000.00 GAA	10,624,361.91 GAA	GFPS Executive Committee and TWG-GFPS, All Regional and Field Offices and Central Office-Training Unit	Partially Done. Due to the surge in cases of both investigation and supervision (ratio of personnel to cases is 1:300), there were some difficulties in scheduling trainings and seminars. Priority was given in the disposition of investigation cases as it affects a PDL's fate whether he/she shall be on probation or continue serving his/her sentence.
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)	Personnel of 16/16 regions and the Central Office joined the in the 18-day campaign to End Violence against Women by conducting activities such as but not limited to hanging of taurpalins, purchase and wearing of orange shirts, attendance to orientation, trainings and seminars relative to Safe Spaces Act, Cyberbullying, and gender-related topics	856,800.00 GAA	4,591,525.68 GAA	GFPS Executive Committee and TWG-GFPS, All Regional and Field Offices and Central Office	Done. Activities were done mostly on a face-to-face basis utilizing funds allocated for venue, meals, supplies and materials.

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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	The GFPS is still in the process of data gathering and assessment of the specific qualifications of a vulnerable personnel and the appropriate considerations that shall be extended to them in the workplace.	340,000.00 GAA	151,531.50 GAA	GFPS Executive Committee and TWG-GFPS, All Regional and Field Offices and Central Office	Partially Done.
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	GFPS Member who is also the GMMS Focal Person coached and mentored a member of the secretariat in the GMMS process to ensure continuity of the reporting system	12,000.00 GAA	51,984.09 GAA	GAD National Committee	Done.
SUB-TOTAL								51,669,132.50	95,655,664.21	GAA	
TOTAL								51,669,132.50	95,655,664.21		

Prepared By:


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 Chairperson, GAD Focal Point System

Approved By:


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 Administrator

Date