COMMENTS ON THE ANNUAL GAD ACCOMPLISHMENT REPORT
FY 2023

Organization: Development Academy of the Philippines				**Organization Category:** National Government, GOCC with Budgetary Support
Organization Hierarchy: Office of the President, Development Academy of the Philippines				
Total Budget/GAA of Organization:	893,104,000.00			
Actual GAD Expenditure	300,038,813.67	**Original Budget**	360,137,149.00	
		% Utilization of Budget	83.31	
Actual GAA Expenditure	300,038,813.67	**Original GAA Allocation**	360,137,149.00	
		% Utilization of Original	83.31	
% of GAD Expenditure:	33.60%			

	Thank you for submitting your Fiscal Year 2023 Gender and Development Accomplishment Report (GAD AR). Please find below our comments for the enhancement of your report:
	Rows 6 & 8 – There were some errors in the computation of the scores. Please see the corrected files; we have provided the link in our comment in the rows.
Philippine Commission on Women	Kindly incorporate the requested changes in the GAD AR and send the enhanced document to PCW, which will be the basis of our final observations/remarks for the second or final pass/review. Please note that after you submit the revised version of your AR, you will no longer be able to edit it.
April 11, 2024	Kindly return the enhanced document on or before May 15, 2024. Thank you.
	You may contact your reviewer, Ms. Cecile Cornejo, for clarifications and technical assistance in revising your document at cacornejo@pcw.gov.ph.

Philippine Commission on Women April 11, 2024	Thank you for submitting your Fiscal Year 2023 Gender and Development Accomplishment Report (GAD AR). Please find below our comments for the enhancement of your report: Rows 6 & 8 – There were some errors in the computation of the scores. Please see the corrected files; we have provided the link in our comment in the rows. Kindly incorporate the requested changes in the GAD AR and send the enhanced document to PCW, which will be the basis of our final observations/remarks for the second or final pass/review. Please note that after you submit the revised version of your AR, you will no longer be able to edit it. Kindly return the enhanced document on or before May 15, 2024. Thank you. You may contact your reviewer, Ms. Cecile Cornejo, for clarifications and technical assistance in revising your document at cacornejo@pcw.gov.ph.

June 07, 2024	FINAL OBSERVATIONS AND REMARKS Thank you for submitting your FY 2023 Gender and Development (GAD) Accomplishment Report [GAD AR]. You have implemented PCW's comments and have provided clarifications as well on the PIMME scores -- and edited the corresponding attributed costs on GMMS. 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 PCW, kindly send the signed electronic copy of the FY 2023 GAD AR to pdpmed.monitoring@pcw.gov.ph; copy-furnish the Deputy Director for Operations at dd_operations@pcw.gov.ph. In downloading your 2023 GAD AR, kindly follow these steps: a. Click the "My GAD Profiles" tab; b. Select "List of GAD Plans and GAD ARs"; c. Click the View icon under the Actions column; d. 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 e. 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)
ORGANIZATION-FOCUSED ACTIVITIES										
1	Lack of GAD-related policies	Limited time and focus on adapting GAD-related policies in the Academy. Policy is created as compliance and not based on a gender issue or finding	Adapt GAD related policies in the Academy.	Enhanced operational efficiency & effectiveness. (Operation) Enhanced operational efficiency and effectiveness.	Conduct consultation workshop on proposed adoption of Safe Space Act & other GAD related policies. through the creation of IRR or procedures in the Academy	Number of approved policies and procedures - At least 2	2 Policies were approved: SO-2023-041 Reconstitution of the DAP Gender and Development Focal Point System (GFPS)and SO-2023-041 Reconstitution of the Committee on Decorum and Investigation (CODI)	600,000.00	30,375.00	

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2	Lack of GAD awareness	1. Limited capability program for staff 2. Orientations and information and advocacy campaigns on GAD are intermittent	Improve knowledge and awareness on Gender and Development (GAD) issues and principles of the DAP officials & employees	Enhanced competence of gov't. officials (Operation) Enhanced competence of gov't. officials	Implement purposive capability building program for all staff. Conduct advocacy/information and awareness campaign.Create/Place GAD corner	1. Number of GAD related sessions offered. 2. Number of GAD related information materials developed and cascaded during institutional events/programs 3. Operationalization of the GAD Corner - 1. At least 6 sessions for the year e.g. HGDG, Safe Space Act, Solo Parent Act, VAW 2. At least 4 multimedia IECs developed and cascaded 3. GAD corner either virtual or physical	1. Fourteen (14) GAD-related sessions were offered 2. Nine (9) GAD-related information materials developed and cascaded during institutional events/programs 3. GAD corner via intranet was started	1,700,000.00	1,204,011.67	1. The following GAD-related sessions were offered (14): - Breaking the Code: Equality for All Through Technology and Innovation 3.8.23 - DAP Musikahan (Celebrating Women's Month Inclusively) 3.31.23 - DAP Benchmarking Activity on GAD and Lactation Rooms 5.18.23 -Training-Workshop on HGDG 5.16.23 - Training on Gender Mainstreaming and Monitoring 9.5.23 - Training Course on Work Design for Inclusive Productivity 9.19-22.23 - Benchmarking on COA Best Practices in Gender Mainstreaming 10.25.23 - Orientation on Amended Rules on Sexual Harassment 10.25.23 - The Basics of Gender Analysis 10.26.23 - GAD Agenda Orientation 10.31.23 - Gender Planning and Budgeting Orientation for NGAs 11.23.23 - Orientation on Administrative Justice 11.19.23 - Workshop on Gender-Responsive Strategic Communications 11.22.23 - Orientation on Amended Rules on Sexual Harassment (DAPCC) 12.11.23 2. The following GAD related information materials were developed and cascaded during institutional events/programs (9): - Co-branding of Brochures RA7877 (English and Tagalog), RA 8353, RA9262, RA11313 - Safe Spaces Act Posters - Tarpaulin on Women's Month - Tarpaulin on Campaign to End VAW -DAPat may Alam: Sexual Harassment in the Workplace 11.28.23 3. The GAD corner via DAP Intranet was created and enhancements are continuously being done.

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3	Absence of a comprehensive GAD agenda	1. Sex disaggregated data (SDD) not fully analyzed for planning & program implementation. 2. Gender Audit not yet fully completed.	1. Integrate GAD in the planning and monitoring processes 2. Integrate SDD gathering in the information system 3. Conduct periodic gender audit & reporting	Enhanced operational efficiency & effectiveness (Operations) Enhanced operational efficiency and effectiveness	Conduct GAD strategic planning (alignment of plans with the DAP Strategic plan).	1a. Number of meetings conducted 1b. Availability of GAD Strategic Plan 2. GAD report in the HRIS 3. GAD report in the FMIS 4. Number of FGDs implemented - 1a.At least 4 meetings and 1 performance review 1b. By end of Q2 2023 2. By end of 2023 3. By end of 2023 4. At least two (2) FGDs within 2023	1a. 5 meetings conducted 1b. Not Done 2. GAD report in the HRIS done 3. GAD report in the FMIS done 4. FGDs not done	250,000.00	191,250.00	The GAD Strategic Plan and target FGDs were deferred due to intervening tasks such as involvement in the preparation and implementation of the DAP 50th Anniversary and Christmas celebrations. Also, the intent to engage a consultant to aid in the preparation of the strategic plan did not push through due to conflict in schedules. As such, in 2024 this target was carried-over and the TWG commits to exert its best effort to accomplish.
4	Low level of awareness of the GFPS on GAD	Lack of competency development plan for the GFPS	Increased awareness on GAD among GFPS.	Enhanced competence of gov't. officials (Support to Operation) Enhanced competence of gov't. officials	Capability building of DAP GFPS & volunteers. Facilitate benchmarking session on Best Practices of other agencies	1a. Identified training needs of the GFPS 1b. Percentage of GFPS Members that attended GAD related training 2a. Number of agencies benchmarked 2b. Benchmarking report - 1a. By end of Q1 2023 1b. At least 80% by end of 2023 2a. At least 2 agencies 2b. Report submitted by end of Q2 2023	1a. Training Needs of GFPS identified 1b. 90% (18/20) GFPS Members attended related training 2a. Two (2) agencies were benchmarked 2b. Benchmark report done	180,000.00	180,240.00	Capacity building of the DAP GFPS members is of prime importance. They were offered and sent to various GAD-related training programs such as The Basics of Gender Analysis, Training on Gender Mainstreaming and Monitoring, GAD Agenda Orientation, Training-Workshop on Harmonized Gender and Development Guidelines, Gender Planning and Budgeting Orientation for National Government Agencies, and Orientation on Amended Rules on Sexual Harassment, among others. For executive committee members, we have considered their attendance during the COA exit conference as a capacity-building since it is a learning opportunity for them as well. During the conference, the Auditor emphasizes the need for the Academy to observe and comply the requirements of the PCW-NEDA-DBM Joint Circular No. 2012-01. For the year 2023, DAP was able to benchmark on the good gender mainstreaming practices of the Bangko Sentral ng Pilipinas and COA Central Office.

ATTRIBUTED PROGRAM

	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)
5					Public Management Development Program			164,346,409.00	143,748,091.00	

COMMENTS:

Column 11: Cecile A. Cornejo	[Apr 11 2024 12:29:32 PM]:	*I agree with the scores. You have provided enough proof for them.*

6					Support to the Projects and Programs of the Productivity and Development			19,437,000.00	18,249,000.00	

COMMENTS:

Column 11: Cecile A. Cornejo	[Apr 11 2024 12:30:29 PM]:	*I agree with the scores, but there was an error in the computation of a subtotal -- it was understated. Please upload the corrected PIMME form here. Corrected form is here: https://docs.google.com/spreadsheets/d/1awO08sRbZ_CUaHtNc68d2vjNwSgJ6oA6/edit#gid 955840325*
Column 9: Cecile A. Cornejo	[Apr 11 2024 12:29:53 PM]:	*There was an error in computing a subtotal. Please correct the amount by using the correct PIMME score. (See corrected PIMME form here: https://docs.google.com/spreadsheets/d/1awO08sRbZ_CUaHtNc68d2vjNwSgJ6oA6/edit#gid 955840325*

7					Construction of New Training Building in DAPCC Tagaytay			97,988,072.00	48,520,784.00	

COMMENTS:

Column 11: Cecile A. Cornejo	[Apr 11 2024 12:30:48 PM]:	*I agree with the scores; you have provided enough MOVs to support the score for each item.*

8					DAP Idea Generation Hub			13,006,643.00	12,465,082.00	

COMMENTS:

Column 11: Cecile A. Cornejo	[Apr 11 2024 12:31:12 PM]:	*You have provided sufficient MOVs. But, there were incorrect subtotals. See corrected file here: https://docs.google.com/spreadsheets/d/1pXQrtG1RQD9b6lJe58cbgjbHd7au4f24/edit#gid=1214799433*
Column 9: Cecile A. Cornejo	[Apr 11 2024 12:31:00 PM]:	*Please correct the amount using the corrected attributable cost. See corrected file here: https://docs.google.com/spreadsheets/d/1pXQrtG1RQD9b6lJe58cbgjbHd7au4f24/edit#gid=463261896*

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9					Government Quality Management Program			39,614,900.00	48,037,600.00	
COMMENTS:										
Column 11: Cecile A. Cornejo	[Apr 11 2024 12:31:28 PM]:	*I agree with the scores. You have provided enough MOVs to support them.*								
10					Modernizing Government Regulations for National Productivity and Competitiveness			23,014,125.00	27,412,380.00	
COMMENTS:										
Column 11: Cecile A. Cornejo	[Apr 11 2024 12:31:46 PM]:	*I agree with the scores. You have provided enough MOVs to support them.*								
							SUB-TOTAL	357,407,149.00	298,432,937.00	GAA
								2,730,000.00	1,605,876.67	Corporate Funds
							TOTAL	360,137,149.00	300,038,813.67	

Prepared By:	**Approved By:**	**Date**
PAG-ASA LUBAG-DOSELIO	**MAJAH-LEAH V. RAVAGO, PhD**	
Chairperson, GAD Technical Working Group	**President and CEO**	