development academy of the philippines

MEMORANDUM

FOR : **MAGDALENA L. MENDOZA**
Officer-in-Charge

THRU : **ANATALIA SD BARAWIDAN**
Acting Senior Vice-President, Services Group

FROM : **PAG-ASA L. DOGELIO**
Chairperson, GAD Technical Working Group

OSVP-S RECEIVED DATE: 6/24/25 TIME: 3:07pm BY: Nina

RECEIVED BY: DP-Ron DATE: June 25 TIME: 9:30AM

SUBJECT: **REQUEST TO SIGN THE PHILIPPINE COMISSION ON WOMEN (PCW)-REVIEWED 2024 DAP GENDER AND DEVELOPMENT ACCOMPLISHMENT REPORT (AR)**

DATE : 24 June 2025

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1. In compliance with the PCW-NEDA-DBM Joint Circular No. 2012-01 requirement to submit the PCW-Reviewed DAP GAD Accomplishment Report (AR), this is to request your signature of the attached GAD AR with their Final Remarks.

2. This report is due for submission also to our COA Resident Auditor on 27 June 2025.

3. Thank you for your prompt attention to this matter.

Enclosure: PCW-Reviewed 2024 DAP GAD Accomplishment Report

☑ Approved
☐ Disapproved
☐ For further instructions

MAGDALENA L. MENDOZA
Officer-in-Charge

development academy of the philippines

JOYCE BAUYON <bauyonj@dap.edu.ph>

GMMS Notification for Revision GAD AR

3 messages

PCW System Administrator <sysadmin@pcw.gov.ph> Mon, Jun 23, 2025 at 5:05 PM
Reply-To: "Armando Jr G. Orcilla" <agorcilla@pcw.gov.ph>
To: bauyonj@dap.edu.ph

Dear **Joyce Bauyon**,

Action: For Revision GAD AR - DAP

From: Armando Jr Orcilla

URL: https://gmms.pcw.gov.ph/action/prepare_gad_ars/?year=2024&org=xSTgMDYQVQso%2FpGXz4HHuCv%2FAOLHGUokBJ1xVfKzGuzyMWDzElSk%2F6a0Vuj%2BTm97kmbeqKVLEo5foFZS9on6Lw%3D%3D

Remarks:

FINAL REMARKS

Thank you for submitting your revised FY 2024 Gender and Development Accomplishment Report (GAD AR). The Philippine Commission on Women (PCW) notes that you have addressed PCW's comments in your AR. As final instructions, please print the GAD AR together with the Final Remarks and submit the signed copies for reference to your resident COA Auditor.

For PCW, kindly send the signed electronic copy of the FY 2024 GAD AR to pdpmed.monitoring@pcw.gov.ph; copy-furnish the Deputy Director for Operations at dd_operations@pcw.gov.ph.

In downloading your 2024 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.

Thank You,
Armando Jr Orcilla

JOYCE BAUYON <bauyonj@dap.edu.ph> Mon, Jun 23, 2025 at 6:56 PM
To: "Armando Jr G. Orcilla" <agorcilla@pcw.gov.ph>

Dear Sir Orcilla,

Thank you very much for your email. Your instructions are duly noted.

Best regards.

Joyce R. Bauyon
HRM Officer III
Human Resource Management and Development Department
Development Academy of the Philippines
Tel. No.: 86310921 loc. 130

Links:
HRDD Citizen's Charter, pp. 200-2013
DAP Customer Satisfaction Measure (CSM)

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[Quoted text hidden]

COMMENTS ON THE ANNUAL GAD ACCOMPLISHMENT REPORT
FY 2024

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:	1,172,526,000.00		
Actual GAD Expenditure	124,829,471.22	**Original Budget**	295,321,725.00
		% Utilization of Budget	42.27
Actual GAA Expenditure	124,829,471.22	**Original GAA Allocation**	295,321,725.00
		% Utilization of Original	42.27
% of GAD Expenditure:	10.65%		

Philippine Commission on Women

June 23, 2025

FINAL REMARKS

Thank you for submitting your revised FY 2024 Gender and Development Accomplishment Report (GAD AR). The Philippine Commission on Women (PCW) notes that you have addressed PCW's comments in your AR. As final instructions, please print the GAD AR together with the Final Remarks and submit the signed copies for reference to your resident COA Auditor.

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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)
CLIENT-FOCUSED ACTIVITIES										

	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)
1	Low visibility of DAP GAD comprehensive efforts towards client	Insufficient advocacy and information campaign	Improve knowledge and awareness on Gender and Development (GAD) efforts implemented by DAP for its clients	Enhanced operational efficiency and effectiveness	1. Provide the physical GAD corner with IEC materials all year-round at the lobby (DAP Pasig and Tagaytay). 2. Set-up an online GAD corner on the DAP website to showcase GAD activities in DAP.	1. Number of IEC materials developed 2. Number of GAD-related celebrations conducted e.g. Women's Month, VAWC, Breastfeeding Month 3. GAD corner or section in the DAP website established 4. Number of GAD activities published in the DAP website and/or social media - 1. At least 2 2. At least 3 3. Within the year 4. At least 5	1. 7 IEC materials developed (3 AVPs during women's month GAD AVP-making contest 2 posters: Safe Space Survey and National breastfeeding Awareness Month 1 AVP promotion of DAP Pasig Lactation Station 1 DAPat May Alam Infor series) 2. 3 (National Women's Month Celebration, Breastfeeding Awareness Month, Observance of 18-day Campaign to End VAW) 3. 0 4. 9 GAD activities published in the DAP Website and/or Social Media (Inauguration of DAP Lactation Station, Purple Fridays During Celebration of Nat'l. Women's Month, Safe Space Survey, National Breastfeeding Awareness Month, Four-Part Webinar Series on Ending Violence Against Women and Children, Breaking the Chains: Understanding the Dynamics of VAWC, Empowering LGUs: Legal Tools and Approaches to End VAWC, Safe Spaces: Building Gender-Sensitive Communities Beyond Binaries: Understanding SOGIESC Through a GAD Lens	200,000.00	918,983.68	GAD corner in the DAP website within the year was not done. The DAP website will undergo a redesgin to offer its clients, stakeholders, and constituents a more user-friendly and engaging interface. Two (2) GAD TWG members were endorsed to be part of the Task Force to be spearheaded by the ICTD Division Chief who is also a member of the GAD TWG.

	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)
10					Construction of New Training Building in DAP Conference Center Tagaytay City: re Strengthening the Capacity of DAP to provide Both General and Highly Specialized Training Courses for Senior Government Officials			132,883,125.00	73,230.01	Partially Done. Although the project was put on hold since 2022 due to termination of contract with the previous contractor, the National Government expressed its support by appropriating funds (in GAA of FY2024) for the Project. Likewise, the DAP Board of Trustees has issued its approval to proceed with the procurement of the GAA funded construction for the completion of the New Training Building (NTB) at the DAP Conference Center in Tagaytay City. Lastly, the project team has continued its regular meeting for updates on the case and preparation for the next bidding process.
COMMENTS:										
Column 5: Cecile A. Cornejo	[Apr 04 2025 10:08:14 PM]:	*You provided sufficient Means of Verification to support your HGDG score. We concur with the score.*								
							SUB-TOTAL	290,621,725.00	116,580,616.09	GAA
								4,700,000.00	8,248,855.13	Corporate Funds
							TOTAL	295,321,725.00	124,829,471.22	

	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)
8					National Government's Career Executive Service Development Program (NGCESDP) Public Management Development Program			125,666,100.00	87,152,026.08	Done. This is a continuing project.
COMMENTS:										
Column 5: Cecile A. Cornejo	[Apr 04 2025 9:58:30 PM]:	*You provided sufficient Means of Verification to support your HGDG score. We concur with the score.*								
9					Support to the Projects and Programs of the Productivity and Development Center			19,210,000.00	19,170,360.00	Done. This is a continuing project.
COMMENTS:										
Column 5: Cecile A. Cornejo	[Apr 04 2025 10:04:37 PM]:	*You provided sufficient Means of Verification to support your HGDG score. We concur with the score.*								

	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)
Column 12: Cecile A. Cornejo	[Apr 04 2025 10:10:32 PM]:	*Please provide a statement or two to explain the difference in budget and actual expense.*								
6	Presence of anonymous complaints/reports on alleged sexual harassment cases	Stigma (-) on complainants (male or female) Seeming low level of trust on the existing resolution mechanism	Strengthen the mechanism for case reporting & resolution Increase awareness of all employees on policies relative to safe space & sexual harassment	Enhanced operational efficiency & effectiveness.	1. Develop & deploy a (org) safe space (survey) assessment instrument 2. Study & analyze information generated from the survey to develop programs	1. Developed (survey) assessment instrument 2a. Result of the study 2b. Updated or new policy (eg. processes IRR) or sexual harassment case reporting and case resolution - 1. Within Q1 2024 2a. Within Q2 2024 2b. Within the year	1. Survey instrument was developed in August 14, 2024. The DAP GFPS administered the Safe Space Survey as part of the consultation with the DAP Community to form part of the DAP GAD situationer. 2a. Result of the study was presented to the Senior Management Committee of DAP 2b. 2 Policies were created (MC-2024-011 Guidelines on Handling Sexual Harassment Cases in DAP SO-2024-127 Reconstitution of the Committee on Decorum and Investigation)	550,000.00	108,900.00	
					ATTRIBUTED PROGRAM					
7					Idea Generation Hub for the Entire 7th Floor A & B at DAP Building in Pasig City			12,862,500.00	10,185,000.00	Done. This is an ongoing/continuing project.
COMMENTS:										
Column 5: Cecile A. Cornejo	[Apr 04 2025 9:58:20 PM]:	*You provided sufficient Means of Verification to support your HGDG score. We concur with the score.*								

	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	Low level of GAD awareness among general staff	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	Implement purposive capability building program for all staff through the following: 1. Conduct GAD advocacy/information and awareness campaign 2. Maximize the online and physical GAD corner 3. Institutionalize mandatory gender sensitivity training among all staff.	1. Number of GAD related information materials developed and cascaded during institutional events/programs 2. Active physical & digital GAD Corner 3. Conduct of GAD learning sessions 4. Monitoring reports on leave utilization for maternity, paternity, solo parent act, and Magna Carta for Women - 1. At least 2 2. Within Q1 2024 3. At least 6 within the year (e.g. HGDG, Safe Space Act, Solo Parent Act, VAWC, Gender Sensitivity 4. 2 reports	1. 3 (Safe Space Survey Poster, National Breastfeeding Awareness Month Poster, Process Flow of Handling Sexual Harassment Complaint Involving Staff and Officer During Flag Ceremony 2. Active Physical GAD corner was maintained at DAP Pasig Lobby 3. 12 GAD Learning Sessions (Orientation on RA6713, Orientation on Anti-Sexual Harassment, Orientation on Handling Sexual Harassment, Gender Fair Language, Sexual Harassment: Legal Insights and Stakeholder Roles, 4 Sessions on Gender Equality and Social Inclusion, A Process Untold: Understanding Gender Statistics and GAD Database, Training on Harmonized Gender and Development Guidelines, Training on Psychological Strategies for Addressing Sexual Harassment 4. 2 Monitoring Reports with total of 21 beneficiaries (3 Males and 18 Female)	1,700,000.00	6,238,792.51	The significant variance between the budgeted and actual expenses was primarily due to the increased number of personnel capacitated on Gender and Development (GAD). A total of 1,632 staff participated in the trainings, comprising 325 unique female and 297 male employees. Starting in 2024, the agency has mandated that all personnel attend three (3) GAD-related and sexual harassment trainings, sessions, or orientations annually. Additionally, the increased utilization of benefits under maternity and paternity leave, the Solo Parents' Welfare Act, and the Magna Carta of Women (MCW) further contributed to the rise in expenditures.

COMMENTS:

	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)
4	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	1. Revisit 2022 GMEF results 2. Conduct GAD strategic planning (alignment of plans with the DAP Strategic plan) 3. Engage a GAD technical expert as consultant	1.Updated GMEF 2a. Availability of GAD Strategic Plan aligned with the DAP Strategic Plan 2b. Number of meetings conducted 3a. Engagement of a GAD Technical Expert as consultant 3b. Availability of Gender Analysis Report/s - 1. By Q1 2024 2a. Within Q2 2024 2b. At least 6 meetings for the year 3a. Within Q1 2024. 3b. Within the year	1. DAP GMEF was validated by the PCW dated May 15, 2024 2a. 0 2b. 12 meetings within 2024 3a. 2 GAD Technical Experts were engaged (GESI and HGDG) 3b.	250,000.00	320,023.00	The GAD Strategic Plan aligned with the DAP Strategic Plan was not done due to the external review as a requirement of the DAP Board of Trustees. This was prioritized in order to identify the strengths and weaknesses in the internal plans, policies, structure, programs and services, operations, and competencies of the DAP as a knowledge organization providing innovative, effective and responsive solutions to the country's development challenges. The findings and recommendations of the external review will be utilized for the DAP's strategic directions and business model.

	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)
3	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	1. Adapt GAD related policies in the Academy 2. Integrate GAD in DAP processes.	Enhanced operational efficiency & effectiveness.	1. Conduct consultation workshop on proposed adoption of Safe Space Act & other GAD related policies through the creation of IRR or procedures in the Academy 2. Participate in the Academy's process review sessions to integrate the GAD framework 3. Adaption of GAD Planning, Budgeting, and Accomplishment Information System (GPBAIS)	1. Number of approved policies and procedures (eg. Use of Lactation Room Integration of GAD Award System). 2. Availability of Beta System of GPBAIS - 1. At least 2 within 2024 2. Within 2024	1. 6 Policies explicitly citing Gender Equality, Gender Sensitivity and Inclusivity were approved (MC-2024-011 Guidelines on Handling Sexual Harassment Cases in DAP SO-2024-127 Reconstitution of the Committee on Decorum and Investigation MC-2024-014 Revised Academy Dress Code MC-2024-009 Policies & Guidelines in the Implementation of DAP Learning & Dev't Plan MC 2024-013 DAP Supplemental Merit Selection Plan Guidelines in the Recruitment, Selection, and Placement (RSP) for the Positions of Executive Vice President, Senior Vice President, and Vice President MC-2024-014 Amendment to DAP MC-2019-007 (DAP Grievance Machinery) 2. The DAP internal Project Management Information System (PMIS) was used to facilitate the monitoring and review of the DAP GAD Programs, Plans and Projects for 2024	1,000,000.00	225,300.00	The DAP PMIS was not fully utilized due to insufficient training of GAD Secretariat on the system

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2	RA 10028 on the Expanded Breast-Feeding Promotion of 2009 (approved in March 2010)	Lactation Room not yet operational	Operationalize lactation room	Established world - class facilities that enable the delivery of excellent services to both men and women.(OPERATION)	1. Establish the baseline data on utilization of the Lactation Room in DAP Pasig.2. Complete the Lactation Room in DAP Tagaytay.	1. Utilization rate per logbook 2. Lactation Room in Tagaytay ready for use - 1. Baseline data of external and internal clients 2. Within 2024	1. Total of 4 external clients and 2 internal DAP staff have utilized the lactation room 2. An improvised Lactation Room in DAP Tagaytay was constructed and made ready for use of the internal and external clients	1,000,000.00	436,855.94	The improvised Lactation Station inside the DAP Tagaytay Clinic was established in lieu of the original plan to put-up a dedicated Lactation Station which was deferred for 2025. Further, the DAP Tagaytay lactation room/ area was inspected by the Tagaytay City Health OFfice (CHO) along with the Barangay Health Officer (Brgy Sungay East) to ensure compliance of DAPCC as one of the (government) establishments in Tagaytay City.
ORGANIZATION-FOCUSED ACTIVITIES										

Prepared By:	Approved By:	Date
PAG-ASA LUBAG-DOGELIO	MAGDALENA L. MENDOZA	
Chairperson, GAD Technical Working Group	Officer-in-Charge, DAP	