COMMENTS ON THE ANNUAL GAD ACCOMPLISHMENT REPORT
FY 2021

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:	1,260,740,761.19			
Actual GAD Expenditure	544,477,882.77	**Original Budget**	662,208,357.29	
		% Utilization of Budget	82.22	
Actual GAA Expenditure	544,477,882.77	**Original GAA Allocation**	662,208,357.29	
		% Utilization of Original	82.22	
% of GAD Expenditure:	43.19%			

GENERAL COMMENTS Philippine Commission on Women April 11, 2022	Thank you for submitting your FY 2021 GAD Accomplishment Report (GAD AR). Please find below our comments for its enhancement as follows: a) For column 4: In view of the Program Expenditure Classification (PREXC), please coordinate with your Budget Officer in indicating specific projects and activities under General Administration Services (GAS), Support to Operations (STO) and Operations. b) Row 2 Column 7 - Kindly also report the number of female and male participants who have attended the orientation sessions. c) Row 3 Column 7 - Kindly indicate the title of the 6 programs conducted, and the number of female and male GFPS personnel. d) Row 5 Column 7 - Kindly indicate the title of the 2 sessions conducted, and the number of female and male GFPS personnel. e) For the Attributed Programs in Rows 10-19 - Since this is already implemented, and as a requirement in preparing the GAD AR -- the appropriate HGDG Checklist that must be accomplished is the HGDG PIMME Checklist or Box 16 Project Implementation and Management and Box 17 Monitoring and Evaluation Checklist. In accomplishing the HGDG PIMME Checklist, kindly provide remarks under Column 3 for all elements that have partial yes or full yes scores and cite the specific documents that contain the evidence to merit that score. For details, please refer to Section 1.5 of PCW Memorandum Circular No. 2021-06: Submission of FY 2021 GAD Accomplishment Report. Please note that this is already the first pass review. As stated in Section 2.2 of MC No. 2021-06: Submission of FY 2021 GAD Accomplishment Report: “Once received, the PCW will review the GAD AR, provide comments, observations, and remarks, and return to the agency. A maximum of two passes of review will be undertaken by the PCW on the submitted GAD AR. This means that the first set of comments in the first pass, if any, should be considered/responded to in the second/final submission of the agency. The second/final GAD AR submission will be the basis for the final comments, observations and remarks.” Kindly incorporate the requested changes in the GAD AR and send the enhanced document to PCW which will be the basis in determining our final observations and remarks for the second and final pass review. Kindly return the enhanced document on or before May 11, 2022. Thank you.

GENERAL COMMENTS Philippine Commission on Women April 11, 2022	Thank you for submitting your FY 2021 GAD Accomplishment Report (GAD AR). Please find below our comments for its enhancement as follows: a) For column 4: In view of the Program Expenditure Classification (PREXC), please coordinate with your Budget Officer in indicating specific projects and activities under General Administration Services (GAS), Support to Operations (STO) and Operations. b) Row 2 Column 7 - Kindly also report the number of female and male participants who have attended the orientation sessions. c) Row 3 Column 7 - Kindly indicate the title of the 6 programs conducted, and the number of female and male GFPS personnel. d) Row 5 Column 7 - Kindly indicate the title of the 2 sessions conducted, and the number of female and male GFPS personnel. e) For the Attributed Programs in Rows 10-19 - Since this is already implemented, and as a requirement in preparing the GAD AR -- the appropriate HGDG Checklist that must be accomplished is the HGDG PIMME Checklist or Box 16 Project Implementation and Management and Box 17 Monitoring and Evaluation Checklist. In accomplishing the HGDG PIMME Checklist, kindly provide remarks under Column 3 for all elements that have partial yes or full yes scores and cite the specific documents that contain the evidence to merit that score. For details, please refer to Section 1.5 of PCW Memorandum Circular No. 2021-06: Submission of FY 2021 GAD Accomplishment Report. Please note that this is already the first pass review. As stated in Section 2.2 of MC No. 2021-06: Submission of FY 2021 GAD Accomplishment Report: “Once received, the PCW will review the GAD AR, provide comments, observations, and remarks, and return to the agency. A maximum of two passes of review will be undertaken by the PCW on the submitted GAD AR. This means that the first set of comments in the first pass, if any, should be considered/responded to in the second/final submission of the agency. The second/final GAD AR submission will be the basis for the final comments, observations and remarks.” Kindly incorporate the requested changes in the GAD AR and send the enhanced document to PCW which will be the basis in determining our final observations and remarks for the second and final pass review. Kindly return the enhanced document on or before May 11, 2022. 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	Lack of designated area for lactation - RA 10028 Expanded Breast-Feeding Promotion of 2009 (Approved in March 2010)	No one is championing this cause/initiative as no sex disaggregated data (SDD) presents basis for need	Establish designated area for lactation	Established world-class facilities that enable the delivery of excellent services PREXC: Operations	Establish designated area for lactation with complete amenities.	Number of designated lactation room - At least 1 established and operational lactation room	A holding area of one of DAP function rooms was dedicated as Lactation Room however is it still seldom used for now since, default work mode of DAP is working at home and lactating mothers seldom report on site.	150,000.00	81,840.00	
ORGANIZATION-FOCUSED ACTIVITIES										
2	Ensure enforcement and implementation of RA 9710 in the Academy and other GAD related laws	No proactive orientation and campaigns on GAD and other GAD related laws	Improve the DAP employees knowledge and awareness on RA 9710 and other GAD related laws	Broadened adoption of innovative and synergistic solutions to address broad-based policy and socio-economic concerns PREXC: Operations	1) Provide orientation on Solo Parent Act, VAWC, Sexual harassment, and other GAD related laws,2.)Monitor the provisions of statutory benefits provided by the existing GAD related laws to qualified personnel	1) Number of orientation on GAD - 1) At least 2 orientations conducted 2) Number of monitoring report in the provision of statutory benefits to qualified personnel submitted to GFPS - 2) 2 Semestral reports submitted	Three (3) orientation sessions conducted: 49 Female, 50 Male attended Two (2) Semestral reports submitted but no availment from qualified personnel	400,000.00	328,180.53	
COMMENTS:										

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Column 7: Anika Hanna B. Abiog	[Apr 11 2022 5:54:19 PM]:	*Kindly also report the number of female and male participants who have attended the orientation sessions.*								

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3	GAD Focal Point System is not fully functional	Lack of time and commitment of some GFPS members to proactively work on and sustain GAD awareness & initiatives towards gender mainstreaming in the Academy and differences in the level of understanding & appreciation on GAD of GFPS members	Strengthen GAD Focal Point System towards a proactive and sustained gender program	Enhanced competence of gov't. officials PREXC: Operations	1 Reconstitute the GFPS based on the established criteria,2 Implement conduct a series of capability building programs for GFPS member,3) Implement an incentive scheme for members of the GFPS.	1) Timeliness of the approved Office Order or MC on Reconstituted GFPS members - 1) S.O. on Reconstituted GFPS members approved and signed within first semester 2021 2a)Number of GAD capability building programs for GFPS members implemented - 2a) At least 2 GAD capability building programs for GFPS members implemented 2b) Percentage of GFPS members attended capability building programs - 2b) At least 80% of GFPS members attended capability building programs 3) Number of approved incentive scheme - 3) At least 2 approved and implemented	S.O. on reconstitution of the GFPS was drafted awaiting final approval 6 GAD capability building programs for GFPS member (3 Male and 7 Female) were implemented: (1) Gender Analysis (GA) and GA Tools, (2) Understanding SOGIE and Path to Gender Allyship, (3) Gender, Diversity, and Social Inclusion, (4) Global Assembly on Everyday Life, Gender and Sexuality, (5) Gender Fair Communication and Language, (6) Round-Table Discussion on Gender and Development 10 out of 12 GFPS members attended capability building programs 1 incentive scheme was approved and implemented	700,000.00	130,964.35	

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COMMENTS:										
Column 7: Anika Hanna B. Abiog	[Apr 11 2022 5:54:44 PM]:	*Kindly indicate the title of the 6 programs conducted, and the number of female and male GFPS personnel.*								
4	Lack of GAD-related policies	Lack of awareness on Government approved policies that should be incorporated in the Academy Policy	Improve knowledge and awareness on Gender and Development (GAD) issues and principles of the DAP officials and employees	Enhanced operational efficiency & effectiveness PREXC: Operations	Craft relevant GAD policies	1) Number of approved policies - 1) At least 1 Office Order or Memorandum Circular approved 2) Percentage of academy documents reviewed for gender fairness of language use - 2) At least 50% reviewed	Memorandum Circular on the Use of Gender Fair Language was drafted but was deferred for deeper and further study Not done officially, since this is dependent on the approval of the MC on the Use of Gender Fair Language which was deferred however, GAD TWG members, through their respective program/office affiliations have been proactive pursuing the use of gender fair language in their project communication and documents	600,000.00	14,437.50	

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5	Lack of GAD awareness	Limited and not programmed Capability Building program for staff	Improve knowledge and awareness on Gender and Development (GAD) issues and principles of the DAP officials and employees	Enhanced competence of government officials PREXC: Operations	Conduct and sustained gradated and purposive Capability Building program for all staff	1) Number of GAD related sessions offered - 1) At least 6 sessions for the year	Two (2) sessions of Understanding SOGIE and Path to Gender Allyship webinar were conducted with 3 Female and 1 Male GFPS member attendees	800,000.00	251,084.21	
COMMENTS:										
Column 7: Anika Hanna B. Abiog	[Apr 11 2022 5:55:07 PM]:	*Kindly indicate the title of the 2 sessions conducted, and the number of female and male GFPS personnel.*								

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6	Lack of GAD awareness	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 and employees	Enhanced competence of government officials PREXC: Operations	Conduct Advocacy/Information and awareness campaign: 1) Develop materials promoting GAD (i.e. AV materials), 2) Integrate gender awareness in DAP institutional activities	1) Number of GAD materials developed and provided during program and institutional events - 1) At least 1 GAD related AVP developed for 2021 2) Number of Gender-responsive themed CSR activity for 2021 - 2) At least 1 Gender-responsive themed CSR activity for 2021	Not done Not done: Work from Home is default work mode there were episodes of covid transmission that there was no opportunity and time anymore to pursue original plan	900,000.00	0.00	

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7	DAP is not able to adequately comply with the mandate of planning and implementing a gender responsive program.	GAD programs not adequately planned (no SDD data and gender audit)	Develop and implement a proactive GAD Plan based on actual assessed needs	Enhanced operational efficiency & effectiveness PREXC: Operations	1 Customize and implement the existing Gender Audit tool and methodologies,2 Enhance mechanisms to gather/collect and maintain data for profiling and engendered programming and budgeting,3 Undertake a Strategic Review and Planning Workshop to come up with the Academy Gender Agenda and 6 year Strategic Plan for later integration into the Academy,4) Conduct of meetings and annual performance review	1) Timeliness of customizing and implementing a gender audit tool - 1) Gender audit tool customized and implemented within 1st semester 2021 2) Number of Gender Audit Report drafted - 2) Gender Audit Report utilized as basis for strategic review 3) Timeliness of Strategic Review and Planning Workshop - 3) Strategic Review and Planning Workshop will be conducted within first quarter of 2021 4) Number of meetings and performance review conducted - 4) At least 6 meetings and 1 Year-end Performance Review	The Gender Audit proposal was submitted in December 2021 and is still awaiting for approval of possible research funding from the GSPDM Not done, pending approval of project fund Not done Six (6) meetings and 1 year-end performance review conducted	800,000.00	110,084.55	

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8	DAP is not able to adequately comply with the mandate of planning and implementing a gender responsive program.	GAD plan not implemented proactively (no dedicated personnel)	Develop and implement a proactive GAD Plan based on actual assessed needs	Enhanced operational efficiency & effectiveness PREXC: Operations	Hiring of a dedicated personnel for GAD work in DAP	Number of dedicated personnel for GAD work in DAP hired within 1st semester of 2021 - 1 dedicated personnel for GAD work in DAP hired within 1st semester of 2021	Hiring of a dedicated personnel for GAD work was deferred and for revisit in 2022	500,000.00	0.00	
9	Lack of GAD appreciation	GAD is not the priority of the Management	Improve knowledge and awareness on Gender and Development (GAD) issues and principles of the DAP officials and employees	Enhanced competence of government officials PREXC: Operations	1 Presentation of the results of GMEF-GAD Audit (with SDD) results to the Management,2)Continuing GAD education program for the Management and project managers (Orientation on the HGDG vis 5% GAD budget)	1) Timeliness of the presentation of GMEF Results and SDD to the Management - 1) GMEF Results and SDD presented to the Management by 1st Quarter of 2021 2) Percentage of ManCom members and project managers oriented - 2) At least 50% of ManCom members and project managers oriented by 1st semester of 2021	Not done Not done	300,000.00	0.00	
ATTRIBUTED PROGRAM										

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10					Establishing the Data Analytics Laboratory of the Development Academy of the Philippines' Center of Excellence for Data Science and Analytics (CEDSA)			1,518,000.00	541,000.00	
COMMENTS:										
Column 5: Anika Hanna B. Abiog	[Apr 11 2022 5:55:37 PM]:	*For the Attributed Programs in Rows 10-19 - Since this is already implemented, and as a requirement in preparing the GAD AR -- the appropriate HGDG Checklist that must be accomplished is the HGDG PIMME Checklist or Box 16 Project Implementation and Management and Box 17 Monitoring and Evaluation Checklist.* *In accomplishing the HGDG PIMME Checklist, kindly provide remarks under Column 3 for all elements that have partial yes or full yes scores and cite the specific documents that contain the evidence to merit that score. For details, please refer to Section 1.5 of PCW Memorandum Circular No. 2021-06: Submission of FY 2021 GAD Accomplishment Report.*								
11					Government Quality Management Program			33,834,250.00	37,075,215.00	
12					Idea Generation Hub for the Entire 7th Floor A&B at DAB Building in Pasig			1,644,428.50	4,258,996.50	
13					Support to the Productivity and Development Center (PDC)			8,480,516.00	10,864,916.00	
14					Physical Upgrade of Existing Single Storey-Duplex Type Cottages or Two-Storey Executive Type Duplex Villa			3,154,800.00	2,272,600.00	
15					Construction of New Training Building in DAPCC Tagaytay			396,447,312.79	319,052,412.89	
16					National Government Career Executive Service Development Program - Public Management Development Program			162,379,700.00	126,827,092.00	

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17					Modernizing Government Regulations Program			20,889,700.00	27,445,852.00	
18					Center of Excellence on Pubic Sector Productivity			28,094,500.00	13,545,562.50	
19					Mental Health and Psychosocial Support Services			615,150.00	1,677,644.74	
							SUB-TOTAL	656,443,207.29	541,883,646.89	GAA
								5,765,150.00	2,594,235.88	Corporate Funds
							TOTAL	662,208,357.29	544,477,882.77	

Prepared By:	**Approved By:**	**Date**
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