COMMENTS ON THE ANNUAL GAD ACCOMPLISHMENT REPORT
FY 2022

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:	1,864,467,000.00			
Actual GAD Expenditure	352,669,081.32	**Original Budget**	416,709,146.00	
		% Utilization of Budget	84.63	
Actual GAA Expenditure	352,669,081.32	**Original GAA Allocation**	416,709,146.00	
		% Utilization of Original	84.63	
% of GAD Expenditure:	18.92%			

Philippine Commission on Women September 11, 2023	Thank you for submitting your FY 2022 GAD Accomplishment Report (GAD AR). Please find below our comments and observations. SUMMARY OF OBSERVATIONS/COMMENTS: For row 2, column 11, please attach the attendance sheet/s reflecting the sex disaggregation of the participants for the capability-building programs conducted. For row 3, column 11, please specify the deepening sessions conducted and attach the attendance sheet/s reflecting the sex disaggregation of the participants. For row 6, column 7, please specify the GAD-related sessions conducted. For row 7, column 7, please specify the issue-based dialogues/fora conducted and kindly attach a sample of the GAD materials provided. For row 11, column 12, kindly clarify the expenses incurred if the project is temporarily on hold. If this is partially implemented, please attach the accomplished PIMME checklist. For row 15, column 12, Upon review, your validated score is only 12.08. In your PIMME checklist Box 17: 1.2) There were no GAD-related indicators specified in the project briefer; 2.1) There were no relevant SDD data gathered for this element; and, 5.1) There are no M&E reports showing consultations with beneficiaries only mentions of minor issues concerning women during project meetings. For row 16, column 12, Upon review, your validated score is only 14. In your PIMME checklist Box 16: 4.1) There were no explicit GAD objectives stated in your MOVs; 4.2) There are no operational GAD strategies; 4.3) There was no mention of the budget that will build capacities for doing GAD tasks. For Box 17: 1.2) There were no GAD-related indicators specified in the project briefer; and 4) There were no identified issues during the monitoring, evaluation, and implementation Kindly provide MOVs to support your initial scoring or revise according to the validated score. In computing for the expenditure of your attributed programs, you may note this sample computation: Total Project Cost: P5,000,000.00 Total HGDG Score: 7 7/20 = .35 Percentage attributable = 35% Total Attributable amount = P1,750,000 Please note that this is your first pass review. As stated in Section 2.2 of MC No. 2022-07: Submission of FY 2022 GAD Accomplishment Report: "Once received, the PCW reviews the GAD AR, provides comments, observations and remarks, and returns the GAD AR to the agency. A maximum of two (2) 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 responded to in the second submission of the agency. The second GAD AR submission will be the basis for PCW's final comments, observations and remarks." Hence, kindly incorporate the requested changes in the GAD AR and send the enhanced document to PCW which will be the basis for determining our final observations and remarks for the second and final pass/review. Kindly return the enhanced document on or before 11 October 2023 through the GMMS. For questions, clarifications, and requests for online technical assistance, you may contact your reviewer, Ms. Faiqah Sinsuat, at baffsinsuat@pcw.gov.ph.

Philippine Commission on Women September 11, 2023	Thank you for submitting your FY 2022 GAD Accomplishment Report (GAD AR). Please find below our comments and observations. SUMMARY OF OBSERVATIONS/COMMENTS: For row 2, column 11, please attach the attendance sheet/s reflecting the sex disaggregation of the participants for the capability-building programs conducted. For row 3, column 11, please specify the deepening sessions conducted and attach the attendance sheet/s reflecting the sex disaggregation of the participants. For row 6, column 7, please specify the GAD-related sessions conducted. For row 7, column 7, please specify the issue-based dialogues/fora conducted and kindly attach a sample of the GAD materials provided. For row 11, column 12, kindly clarify the expenses incurred if the project is temporarily on hold. If this is partially implemented, please attach the accomplished PIMME checklist. For row 15, column 12, Upon review, your validated score is only 12.08. In your PIMME checklist Box 17: 1.2) There were no GAD-related indicators specified in the project briefer; 2.1) There were no relevant SDD data gathered for this element; and, 5.1) There are no M&E reports showing consultations with beneficiaries only mentions of minor issues concerning women during project meetings. For row 16, column 12, Upon review, your validated score is only 14. In your PIMME checklist Box 16: 4.1) There were no explicit GAD objectives stated in your MOVs; 4.2) There are no operational GAD strategies; 4.3) There was no mention of the budget that will build capacities for doing GAD tasks. For Box 17: 1.2) There were no GAD-related indicators specified in the project briefer; and 4) There were no identified issues during the monitoring, evaluation, and implementation Kindly provide MOVs to support your initial scoring or revise according to the validated score. In computing for the expenditure of your attributed programs, you may note this sample computation: Total Project Cost: P5,000,000.00 Total HGDG Score: 7 7/20 = .35 Percentage attributable = 35% Total Attributable amount = P1,750,000 Please note that this is your first pass review. As stated in Section 2.2 of MC No. 2022-07: Submission of FY 2022 GAD Accomplishment Report: "Once received, the PCW reviews the GAD AR, provides comments, observations and remarks, and returns the GAD AR to the agency. A maximum of two (2) 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 responded to in the second submission of the agency. The second GAD AR submission will be the basis for PCW's final comments, observations and remarks." Hence, kindly incorporate the requested changes in the GAD AR and send the enhanced document to PCW which will be the basis for determining our final observations and remarks for the second and final pass/review. Kindly return the enhanced document on or before 11 October 2023 through the GMMS. For questions, clarifications, and requests for online technical assistance, you may contact your reviewer, Ms. Faiqah Sinsuat, at baffsinsuat@pcw.gov.ph.

Philippine Commission on Women September 11, 2023	Thank you for submitting your FY 2022 GAD Accomplishment Report (GAD AR). Please find below our comments and observations. SUMMARY OF OBSERVATIONS/COMMENTS: For row 2, column 11, please attach the attendance sheet/s reflecting the sex disaggregation of the participants for the capability-building programs conducted. For row 3, column 11, please specify the deepening sessions conducted and attach the attendance sheet/s reflecting the sex disaggregation of the participants. For row 6, column 7, please specify the GAD-related sessions conducted. For row 7, column 7, please specify the issue-based dialogues/fora conducted and kindly attach a sample of the GAD materials provided. For row 11, column 12, kindly clarify the expenses incurred if the project is temporarily on hold. If this is partially implemented, please attach the accomplished PIMME checklist. For row 15, column 12, Upon review, your validated score is only 12.08. In your PIMME checklist Box 17: 1.2) There were no GAD-related indicators specified in the project briefer; 2.1) There were no relevant SDD data gathered for this element; and, 5.1) There are no M&E reports showing consultations with beneficiaries only mentions of minor issues concerning women during project meetings. For row 16, column 12, Upon review, your validated score is only 14. In your PIMME checklist Box 16: 4.1) There were no explicit GAD objectives stated in your MOVs; 4.2) There are no operational GAD strategies; 4.3) There was no mention of the budget that will build capacities for doing GAD tasks. For Box 17: 1.2) There were no GAD-related indicators specified in the project briefer; and 4) There were no identified issues during the monitoring, evaluation, and implementation Kindly provide MOVs to support your initial scoring or revise according to the validated score. In computing for the expenditure of your attributed programs, you may note this sample computation: Total Project Cost: P5,000,000.00 Total HGDG Score: 7 7/20 = .35 Percentage attributable = 35% Total Attributable amount = P1,750,000 Please note that this is your first pass review. As stated in Section 2.2 of MC No. 2022-07: Submission of FY 2022 GAD Accomplishment Report: "Once received, the PCW reviews the GAD AR, provides comments, observations and remarks, and returns the GAD AR to the agency. A maximum of two (2) 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 responded to in the second submission of the agency. The second GAD AR submission will be the basis for PCW's final comments, observations and remarks." Hence, kindly incorporate the requested changes in the GAD AR and send the enhanced document to PCW which will be the basis for determining our final observations and remarks for the second and final pass/review. Kindly return the enhanced document on or before 11 October 2023 through the GMMS. For questions, clarifications, and requests for online technical assistance, you may contact your reviewer, Ms. Faiqah Sinsuat, at baffsinsuat@pcw.gov.ph.

Philippine Commission on Women September 11, 2023	Thank you for submitting your FY 2022 GAD Accomplishment Report (GAD AR). Please find below our comments and observations. SUMMARY OF OBSERVATIONS/COMMENTS: For row 2, column 11, please attach the attendance sheet/s reflecting the sex disaggregation of the participants for the capability-building programs conducted. For row 3, column 11, please specify the deepening sessions conducted and attach the attendance sheet/s reflecting the sex disaggregation of the participants. For row 6, column 7, please specify the GAD-related sessions conducted. For row 7, column 7, please specify the issue-based dialogues/fora conducted and kindly attach a sample of the GAD materials provided. For row 11, column 12, kindly clarify the expenses incurred if the project is temporarily on hold. If this is partially implemented, please attach the accomplished PIMME checklist. For row 15, column 12, Upon review, your validated score is only 12.08. In your PIMME checklist Box 17: 1.2) There were no GAD-related indicators specified in the project briefer; 2.1) There were no relevant SDD data gathered for this element; and, 5.1) There are no M&E reports showing consultations with beneficiaries only mentions of minor issues concerning women during project meetings. For row 16, column 12, Upon review, your validated score is only 14. In your PIMME checklist Box 16: 4.1) There were no explicit GAD objectives stated in your MOVs; 4.2) There are no operational GAD strategies; 4.3) There was no mention of the budget that will build capacities for doing GAD tasks. For Box 17: 1.2) There were no GAD-related indicators specified in the project briefer; and 4) There were no identified issues during the monitoring, evaluation, and implementation Kindly provide MOVs to support your initial scoring or revise according to the validated score. In computing for the expenditure of your attributed programs, you may note this sample computation: Total Project Cost: P5,000,000.00 Total HGDG Score: 7 7/20 = .35 Percentage attributable = 35% Total Attributable amount = P1,750,000 Please note that this is your first pass review. As stated in Section 2.2 of MC No. 2022-07: Submission of FY 2022 GAD Accomplishment Report: "Once received, the PCW reviews the GAD AR, provides comments, observations and remarks, and returns the GAD AR to the agency. A maximum of two (2) 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 responded to in the second submission of the agency. The second GAD AR submission will be the basis for PCW's final comments, observations and remarks." Hence, kindly incorporate the requested changes in the GAD AR and send the enhanced document to PCW which will be the basis for determining our final observations and remarks for the second and final pass/review. Kindly return the enhanced document on or before 11 October 2023 through the GMMS. For questions, clarifications, and requests for online technical assistance, you may contact your reviewer, Ms. Faiqah Sinsuat, at baffsinsuat@pcw.gov.ph.

	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 - not yet responsive to RA 10028 on the 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 in response to lactating mothers' (both employees and students) need for privacy and safety in expressing milk	(OPERATION) Established world - class facilities that enable the delivery of excellent services to both men and women.(OPERATION)	Establish designated area for lactation with complete amenities.	Number of designated lactation room - At least 1 established and operational lactation room in DAP Pasig and DAPCC	Not Done	300,000.00	0.00	DAP is slowly transitioning/reverting to its pre-pandemic systems and processes. For DAP Pasig, majority of its personnel are still on flexible work arrangement. There was also no record of lactating mother who used the temporary designated lactation room at the Clinic. For DAPCC, lactating mothers and/or guests/students who reported on site have utilized the clinic as well. Area/s for the lactation room were already assigned and space plan is already approved by the President Q4 2022. Meantime, the Clinic for both facilities will be utilized continuously until the newly constructed lactation rooms are fully operational.
ORGANIZATION-FOCUSED ACTIVITIES										
2	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 (with additional new members as an offshoot of the reconstitution)	Strengthen GAD Focal Point System towards a proactive and sustained gender program, as well as response to identified issues of DAP Officials, employees, and stakeholders	(SUPPORT TO OPERATION) Enhanced competence of gov't. officials	Implement / conduct a series of capability building programs for GFPS member / reconstituted TWG members such as Gender Mainstreaming, Gender Analysis and Gender-responsive Planning and Budgeting	1) Number of GAD capability building programs for GFPS members / reconstituted TWG members implemented - 1) At least 2 GAD capability building programs implemented 2) Percentage of GFPS members attended capability building programs - 2) At least 80% of GFPS members attended capability building programs	3 capability programs implemented 95% (18/19) GFPS members attended capability building programs by 2022	500,000.00	932,051.00	3 Capability building programs were initiated by the GFPS: Understanding SOGIE and Path to Gender Allyship, Orientation on RA11313: Safe Spaces Act (Bawal Bastos Law) and Training-Workshop on Harmonized Gender and Development Guidelines. For the Executive Committee Members, we have considered the COA exit conference as a capacity-building since it is a learning opportunity for them too. During the conference, the COA Auditor explained the need to comply with PCW-NEDA-DBM Joint Circular no. 2012-01 and the requirements and timeline for submission of the GPB and GAD AR (please see attached minutes of meeting).we

COMMENTS:

Column 11: Bai Almira Faiqah F. Sinsuat	[Sep 08 2023 4:08:45 PM]:	*Please attach the attendance sheet/s reflecting the sex disaggregation of the participants for the capability building programs conducted.*

	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	DAP is not able to adequately comply with the mandate of planning and implementing a gender responsive program. Gender Audit not yet fully completed	Sex-disaggregated data (SDD) not fully analyzed/utilized for gender planning and mainstreaming	To complete the gender audit and analyze the results to come up with proper action plans	(OPERATION) Enhanced operational efficiency & effectiveness	1) Validation and deepening sessions on gender issues based on gender audit results 2)Enhance mechanisms to gather/collect and maintain data for profiling and engendered programming and budgeting 3)Conduct appreciation/learning sessions on the HGDG among the Project Managers to ensure that there will be a gender lens in all of the project implementation of DAP	1a) Number of validation and deepening sessions on gender issues emanating from gender audit 1b) Number of concrete interventions in response to the gender issues that evolved 1c) Full Gender Audit Report prepared. - 1a) At least 4 sessions conducted 1b) At least1 intervention 1c) Prepared by Q1 2022 2a) Number of Gender Audit Report drafted - 2a) 1 Gender Audit Report utilized as basis for strategic review 2b) Timeliness of Strategic Review and Planning Workshop - 2b) Strategic Review and Planning Workshop will be conducted within Q2 2022 2c) Number of meetings and performance review conducted - 2c) At least 6 meetings and 1 Year-end Performance Review 3a) Number of learning sessions on HGDG for Project Managers - 3a) at least 3 HGDG sessions completed 3b) Number of trained men and women project managers and have applied HGDG in their respective programs - 3b) at least 3 men and 3 women project managers 3c) Number of projects subjected to HGDG - 3c) at least 6 projects	1a) 15 sessions were conducted other deepening sessions will be carried over in 2023 as part of the continuous GAD capacity building programs 1b) 1 intervention (webinar on RA11313) 1c) Gender Audit Report prepared in Q4 2022 1 GA Report (GMEF) utilized for the preparation of 2023 GPB GAD TWG Planning conducted May 2022 6 Meetings and 1 Year-End performance Review Conducted One (1) HGDG session in 2022. Other batches of HGDG session for PM's will be carried over in 2023 as part of the continuous GAD capacity building programs. 15 Female and 4 Male PMs trained 6 projects subjected to HGDG	800,000.00	1,456,185.83	All activities were implemented with one HGDG session in 2022. Other batches of HGDG session for PM's & other deepening sessions will be carried over in 2023 as part of the continuous GAD capacity building programs Please refer to the attached summary of the 15 deepening sessions reflecting sex disaggregation of participants and copy of the attendance sheets

	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)
COMMENTS:										
Column 7: Bai Almira Faiqah F. Sinsuat	[Sep 08 2023 6:10:47 PM]:	*Please specify the deepening sessions conducted and attach the attendance sheet/s reflecting the sex disaggregation of the participants.*								
4	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)	To complete the gender audit and analyze the results to come up with proper action plans	(OPERATION) Enhanced operational efficiency & effectiveness	1) Formalize the reconstitution of the GFPS 2) Operationalize the working committees of the GFPS through conduct of meetings 3) Develop incentive scheme for the TWG to motivate and enhance their participation	1) Timeliness of the release of the SO - 1) By Q1 2022 2a) Number of meetings of the TWG - 2a) At least 4 within the year 2b) Number of GAD interventions initiated by the working committees - 2b) At least 1 per committee within the year 3) Number of incentive schemes developed - 3) At least 1 within the year	SO released in March 2022 7 meetings within the year total of 5 programs initiated by GAD Committees 1 incentive scheme developed	500,000.00	222,855.00	The reconstitution of the GFPS was formalized with the issuance of the SO, released March 1, 2022. The sub-committee was identified within the TWG Q4 2022. To motivate and enhance the participation of the GFPS, a personalized GAD shirt was provided to all members of the Technical Working Group as an incentive. This is aside from the satisfactory rating in their IPCR for the inclusion of this committee involvement as one of the targets in their Performance and Commitment Review Form (PCRF).
COMMENTS:										
Column 7: Bai Almira Faiqah F. Sinsuat	[Sep 08 2023 4:36:16 PM]:	*Please specify the special order released, the meetings conducted, and the incentive scheme developed.*								
5	Limited knowledge and awareness on Gender and Development (GAD) issues and principles among DAP officials and employees	Lack of GAD-related policies in the Academy	Improve knowledge and awareness on Gender and Development (GAD) issues and principles of the DAP officials and employees	(OPERATION) Enhanced operational efficiency & effectiveness	1) Craft relevant GAD policies in support of direct gender affirmative actions 2) Review existing/pending policies on GAD, ensure its relevance and push for it	1) Number of approved policies - 1) At least 1 Office Order or Memorandum Circular approved 2) Number of existing/pending policies on GAD reviewed, revised and approved - 2) At least 1 Office Order or Memorandum Circular approved	Not Done. Not Done.	600,000.00	0.00	With the reconstitution of the GFPS, the new team has prioritized its thrusts for the year starting with the Gender Audit from where focus on what policy/ies to recommend on will be based.

	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)
6	Some DAP officials and employees lack full acceptance and openness in embracing some GAD concepts and principles	Strong traditional cultural beliefs	Change the mindset and improve knowledge and awareness on Gender and Development (GAD) concepts and principles of the DAP officials and employees	(SUPPORT TO OPERATION) Enhanced competence of government officials	Conduct and sustained gradated and purposive Capability Building on GAD to include orientation on GAD policies and laws, sharing of GAD documentaries/film showing, sharing of gender experiences of other agencies on gender mainstreaming	1) Number of GAD related sessions offered - 1) At least 6 sessions for the year 2) Number of participants capacitated - 2) At least 50 male and 50 female 3a) Number of sex-disaggregated monitoring report on the provision of GAD-related statutory benefits to qualified personnel - 3a) Two (2) semestral reports, disaggregated by sex 3b) Number of qualified personnel provided with GAD-related statutory benefits - 3b) At least 3 (to be updated based on results of the gender audit)	8 GAD-related sessions were offered 174 Female and 173 Male participants capacitated 2 Semestral Monitoring but no availments Zero/No takers of GAD-related statutory benefits	800,000.00	865,797.04	The following eight (8) GAD-related sessions were offered/conducted for the year 2022: Meeting cum Orientation on PIMME for Project Proponents, Understanding SOGIE and Path to Gender Allyship, Statesmen's Summit II: Gathering of Nobles, Beyond Attribution: Use of the HGDG to Mainstream GAD Elements in the Project Development Cycle, Orientation on RA 11313: Safe Spaces Act, Training-Workshop on Harmonized Gender and Development Guidelines, Training on Diplomatic Protocols and Etiquette, Observation of the 18-Day Campaign to End Violence Against Women
COMMENTS:										
Column 7: Bai Almira Faiqah F. Sinsuat	[Sep 08 2023 4:42:36 PM]:	*Please specify the special the GAD-related sessions conducted.*								
7	Some DAP officials and employees lack full acceptance and openness in embracing some GAD concepts and principles	Orientations and information and advocacy campaigns on GAD are intermittent DAP materials are not prepared with conscious gender lens	Change the mindset and improve knowledge and awareness on Gender and Development (GAD) concepts and principles of the DAP officials and employees	(SUPPORT TO OPERATION) Enhanced competence of government officials	1) Conduct Advocacy/Information and awareness campaign on GAD 2) Continuous issue-based dialogues on GAD	1) Number of GAD materials developed and provided during program and institutional events - 1) At least 1 GAD related AVP developed for 2022 2) Number of issue-based dialogues/fora on GAD conducted - 2) At least 3 within the year	9 GAD materials provided during program/institutional events 3 issue-based dialogues/fora on GAD were conducted	700,000.00	577,421.00	The following issue-based dialogues/fora on GAD were conducted: Understanding SOGIE and Path to Gender Allyship, Orientation on RA 11313: Safe Spaces Act, Training-Workshop on Harmonized Gender and Development Guidelines. Please refer to attached presentation materials, flyer, and other GAD advocacy materials that were shared with DAP personnel.
COMMENTS:										
Column 7: Bai Almira Faiqah F. Sinsuat	[Sep 08 2023 4:48:13 PM]:	*Please specify the issue-based dialogues/fora conducted and kindly attach a sample of the GAD materials provided.*								

	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	GAD is not the priority of the Management and there is no recognition of gender issues	Lack of GAD appreciation as an offshoot of the existing mindset (traditional cultural beliefs) of some DAP officials and employees and therefore no GAD champions to push the advocacy	To surface existing gender issues in the organization to illustrate the impact on organizations culture and operation	(OPERATION) Enhanced competence of government officials	1) Contract out the implementation of the Gender Audit 2) Presentation of the results of GMEF and GAD Audit (with SDD) to the Management 3) Continuing GAD education program for the Management (Orientation on the HGDG vis 5% GAD budget)	1) Timeliness of contracting out of the Gender Audit - 1) By Q1 2022 2) Timeliness of the presentation of GMEF Results and SDD to the Management - 2) GMEF Results and SDD presented to the Management by Q2 2022 3) Percentage of ManCom members oriented - 3) At least 50% of ManCom members within the year	The TWG has opted to conduct the gender audit themselves instead of contracting it out. Hence the Gender audit finally pushed through in November 2022. Not done. GMEF results were not presented to the Management yet. It was however used to identify the priority GAD PAPs for 2023 82% (14/17) Mancom Members were oriented n HGDG by 2022	300,000.00	175,075.00	All activities were done except the GMEF results were not presented to the Management yet. It was however used to identify the priority GAD PAPs for 2023
					ATTRIBUTED PROGRAM					
9					Support to the Productivity and Development Center (PDC)			8,480,516.00	11,397,432.00	Done
10					National Government Career Executive Service Development Program - Public Management Development Program			162,379,700.00	139,561,079.00	Done
11					Construction of New Training Building in DAPCC Tagaytay			155,986,051.00	94,527,388.00	This project was started in 2020 and was put temporarily on-hold beginning June 14, 2022. The DAP has decided to terminate the contract due to violations incurred by the contractor. Despite this delay, the project team has continued its coordination meetings for the next steps and preparation for the next bidding process. The actual cost reflected was based on the result of the attribution using the HGDG (please see attached PIMME checklist).

COMMENTS:

Column 12: Bai Almira Faiqah F. Sinsuat [Nov 21 2023 6:52:10 PM]:

Upon review, your validated score is only 10.42. In your PIMME checklist Box 17:

1.2) There was no section on the monitoring and evaluation plan of the project; hence, no gender-related monitoring indicators were explicitly identified in the official document;
2.1) No attachments of the attendance sheet/s or Committee composition of the Study Group showing the SDD of the attendees were provided;
2.2) The attachments, particularly the attendance sheets and SOs on the involved Committees' composition, did not show the sex disaggregation of involved officers;
3.2) The project briefer and attendance sheets cannot verify the score for this indicator. There are also no minutes of the meetings attached to verify the enhanced capacity of the officers involved;
5.1) The cited means of verification do not indicate the involvement and discussions of the women and men implementers/beneficiaries involved in the project; and
5.2) The cited means of verification was not attached (minutes of the meeting).

	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: Bai Almira Faiqah F. Sinsuat	[Sep 08 2023 5:05:24 PM]:	*Kindly clarify the expenses incurred if the project is temporarily on hold. If this is partially implemented, please attach the accomplished PIMME checklist.*								
12					Government Quality Management Program			33,834,250.00	52,532,125.00	Done
13					Modernizing Government Regulations Program			20,889,700.00	25,308,675.00	Done
14					Center of Excellence on Pubic Sector Productivity			28,094,500.00	21,251,482.50	Done
15					Idea Generation Hub for the Entire 7th Floor A&B at DAP Building in Pasig			1,644,429.00	2,609,884.00	On-going
COMMENTS:										
Column 12: Bai Almira Faiqah F. Sinsuat	[Sep 11 2023 12:24:37 AM]:	*Upon review, your validated score is only 12.08. Please the evaluated PIMME checklist here with comments: https://docs.google.com/spreadsheets/d/1mdx3usPEmbVULOLbr4xlNCB8Qt2j012i/edit?usp=sharing&ouid=112988066261998698884&rtpof=true&sd=true* *Moreover, moving forward, please provide attendance sheets of the project meetings with sex-disaggregated data. The attached MOV only identified the name, designation, and email address of the attendees.*								
16					Physical, Mental Health and Psychosocial Support Services in the Workplace and the Establishment of a Physical and Psycho-Social Wellness Program			900,000.00	1,251,630.95	Done
COMMENTS:										
Column 11: Bai Almira Faiqah F. Sinsuat	[Sep 08 2023 6:02:17 PM]:	*Upon review, your validated score is only 14. Please the evaluated PIMME checklist here with comments: https://docs.google.com/spreadsheets/d/1bpTgag9ezSae9YnkatXz2tEmHY_As7nq/edit?usp=sharing&ouid=112988066261998698884&rtpof=true&sd=true*								
							SUB-TOTAL	411,309,146.00	347,188,065.50	GAA
								5,400,000.00	5,481,015.82	Corporate Funds
							TOTAL	416,709,146.00	352,669,081.32	

Prepared By:	**Approved By:**	**Date**
PAG-ASA LUBAG-DOGELIO	**ATTY. ANGELBERT C. CARONAN, JR., MNSA**	
Chairperson, GAD Technical Working Group	**President and CEO/Chairperson, GAD Focal Point System**	