development academy of the philippines

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TIME: 2:09pm

MEMORANDUM

FOR : **LEOCADIO S. SEBASTIAN, CESO I**
Acting President and CEO

FROM : **PAG-ASA LUBAG-DOGELIO**
Chairperson, DAP GAD Technical Working Group

SUBJECT : **REQUEST TO SIGN THE UPDATED FY2025 GAD AR**

DATE : 21 April 2026

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1. In line with the requirements of the Philippine Commission on Women (PCW), we respectfully submit for your signature the reviewed version of the FY 2025 Gender and Development Accomplishment Report (GAD AR) to facilitate its final submission and compliance with PCW.

2. The PCW has completed its review of the Academy's FY 2025 GAD AR submitted through the Gender Mainstreaming Monitoring System (GMMS) last April 20, 2026. The reviewed report already incorporates the final observations and remarks provided by the PCW reviewer. These comments are intended to guide and support the Academy in further strengthening the implementation of its ongoing GAD programs, projects, and activities, as well as in enhancing the preparation of future GAD Plans and Accomplishment Reports.

3. Thank you.

Enclosure: Comments on the Annual GAD Accomplishment Report FY 2025

☑ Approved
☐ Disapproved
☐ For further instructions

LEOCADIO S. SEBASTIAN, PhD, CESO I
Acting President and CEO

COMMENTS ON THE ANNUAL GAD ACCOMPLISHMENT REPORT
FY 2025

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: 1,298,850,000.00

Actual GAD Expenditure	368,432,529.79	**Original Budget**	532,467,200.00
		% Utilization of Budget	69.19
Actual GAA Expenditure	368,432,529.79	**Original GAA Allocation**	532,467,200.00
		% Utilization of Original	69.19
% of GAD Expenditure:	28.37%		

FINAL REMARKS

Greetings!

The Philippine Commission on Women (PCW) has completed the review of your agency's FY 2025 Gender and Development (GAD) Accomplishment Report (GAD AR) submitted through the Gender Mainstreaming Monitoring System, or GMMS. Please be guided by the PCW reviewer's final observations and remarks reflected. These comments are issued to support your agency in strengthening the implementation of your ongoing GAD programs, projects, and activities and in improving the preparation of your succeeding GAD Plans and Accomplishment Reports.

Important Note: The final remarks provided by PCW are for reference and guidance only. Your agency is not required to resubmit a revised GAD AR. Instead, please use the comments to inform future reporting and to accomplish the Post-Review GAD AR Data Validation Form.

Kindly note that the same final comments will also serve as your reference in accomplishing the Post-Review GAD AR Data Validation Form, to ensure that the implementation details and reported data reflected in your GAD AR are accurate and complete:

A. Row 1, Column 7 - Please use the standard reporting format. Recommended: 100% of gender-responsive facilities and equipment operational/cleaned and maintained

B. Row 2, Column 7 - Please report on all targets set in Column 6. Here, you should have reported on target number 2, on IEC materials.

C. Rows 6, 7, and 9 — Column 7 - Please use the standard format for reporting accomplishments.

Philippine Commission on Women

D. Row 10, Column 7 - Accomplishment report for indicator 3 lacks the relevant data: % of total organization budget attributed to GAD.

April 20, 2026

Please print the returned FY 2025 GAD AR with PCW final comments, have it signed by the appropriate officials, and submit the signed copies to PCW and your respective COA Audit Team.

Steps to generate the PDF file with PCW final comments in GMMS:
1. Click "My GAD Profiles" menu
2. Select "List of GAD Plans and GAD ARs"
3. Click the View icon under the Actions column
4. Click the Comment Reports icon to view the reviewed GAD AR with PCW comments/remarks
5. Click the PDF icon to generate the final reviewed report

Likewise, please be reminded that agencies are enjoined to publish their signed FY 2025 GAD AR in their physical and/or online GAD Corner, consistent with transparency and accountability standards.

Post-Review GAD AR Data Validation Form (Deadline: 30 April 2026)

In line with national reporting and consolidation, we also request your agency to accomplish the Post-Review GAD AR Data Validation Form (https://tinyurl.com/GADARDataValidationForm) on or before 30 April 2026.

Your response is essential as it will:
* validate and clarify key data on your FY 2025 GAD implementation and budget utilization;
* form part of the GAD Budget Report in Brief and
* serve as an important basis in the assessment of your agency's reporting quality and GAD performance.

	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	Compliance to Section 11 of RA 10028 (Expanded Breastfeeding Promotion Act of 20090, Batas Pambansa 344 (Accessibility Law)	Challenge in maintaining gender-responsive facilities and equipment for internal and external clients	Well-maintained gender-responsive facilities for internal and external clients	Established world - class facilities that enable the delivery of excellent services to both men and women. (OPERATION)	Maintenance of gender-responsive facilities and equipment (Male/Female/PWD Comfort Room. Lactation Station. Dormitories)	Percentage of operational/cleaned and maintained gender-responsive facilities and equipment - 100%	100%	1,200,000.00	6,275,632.29	Variance in the actual expenditure is due salary changes of assigned personnel (plantilla and non-plantilla personnel or NPP) brought by CPCS, SSL and increase in premium of NPP
2	Low utilization of newly installed lactation station	Data on anticipating pregnant personnel not available	1. Proactive promotion of the facility that will support the needs of pregnant and lactating mothers 2. Provide safe working environment to pregnant and lactating mothers	Established world-class facilities that enable the delivery of excellent services to both men and women (OPERATION)	1. Policy on Maternity Notification and Protection (e.g. accommodation and adjustments flexible work arrangements. access to maternity benefits, non-discrimination clause. shared parental benefits)2. Development of IEC materials	1. Number of approved policy within the year 2. IEC materials within the year - 1. At least 1 2. At least 2	1 Policy - Amended Guidelines on Attendance	150,000.00	82,496.00	No IEC materials created using Work From Home option for breastfeeding mothers. The GAD TWG has initiated the provision of GAD kits instead to encourage them to breastfeed and use the Lactation facilities when at work. This target will be carried over in 2026.
3	Makeshift lactation space at the DAP Conference Center lacks essential features such as privacy, cleanliness, comfortable seating, electrical outlets and proper lighting etc.	Only makeshift lactation space for DAPCC is provided	Operationalize standard lactation room at the DAPCC	Established world-class facilities that enable the delivery of excellent service to both men and women (OPERATION)	Construct lactation station at the designated area	Fully functional lactation station at the DAPCC - Within 2025	Not yet functional	1,000,000.00	59,375.00	The lactation station project has been delayed because the PMDP Office is still occupying the designated space. Their relocation has been postponed due to delays in the completion of their new office. Nevertheless, initial preparations such as the procurement of construction materials have already been completed to ensure that construction can commence immediately once the relocation is finalized.
					ORGANIZATION-FOCUSED ACTIVITIES					

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4	Presidential Proclamation No. 227 and Republic Act No. 6949 Celebration of the National Women's Month	Annual observance of National Women's Month	To continually raise the level of awareness among DAP personnel on issues about gender equality and women's rights.	Enhanced competence of government officials	Conduct of activities in support to the celebration of women's month in accordance with the year's theme	1. No. of activities conducted. 2. Percentage of personnel who attended/participated in the celebration of women's month - 1. At least 2 2. At least 50%	1. Seven (7) activities conducted 2. 92%	300,000.00	150,113.26	The following activities were conducted: 1. National Women's Month Celebration-themed Flag Raising Ceremony [every Monday of March] 2. Orientation on Understanding SOGIE and Path to Gender Allyship [March 19] 3. #PurpleWednesdays, #PurpleYourProfile [whole month of March] 4. Film Screening [March 18 (Tuesday), 20 (Thursday), 28 (Friday), 2025] 5. Voices of Strength: Quotable Quotes for Women's Month 6. DAPayan: Hind Ka Babae Lang! [Mar 10) 7. Dekalogo Lecture Series - Sustaining the Magna Carta of Women (MCW): Conversation through Study, Sharing, and Action [March 31]
5	Proclamation 1172, s. 2006 - Declaring 25 November to 12 December as the 18-Day Campaign to End Violence Against Women (VAW)	Annual observation of the 18-Day Campaign to End VAW	To continuously raise the level of awareness among DAP personnel on VAWC	Enhanced competence of government officials	Conduct of Anti-VAWC activities in observance of the 18-Day Campaign to End VAW (Film showing, seminars/trainings/symposium, IEC materials contest among others)	1. Number of activities conducted 2. Percentage of personnel who attended/participated in the 18-Day Campaign to End VAW - 1. At least 2 2. At least 50%	1. Four (4) activities 2. 82%	200,000.00	116,535.00	These are the conducted activities: 1. DAPayan session (December 10,2025) 2. Training on VAW (1st batch, December 4,2025 2nd batch, December 12, 2025) 3. VAW Slogan Contest 4. All-Women Cast Lupang Hinirang video and the Prayer to End Violence Against Women in Flag Ceremonies during the 18-day Campaign. (every Monday, Nov 25-Dec 12, 2025)

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6	Compliance to Section 18 of Magna Carta of Women RA 9710 on Special Leave Benefits for Women, RA 8187 on Paternity Leave Act of 1996, and Section B of RA 8972 on Solo Parents Welfare Act of 2000	Employees may require special leaves dues to parental obligations, health concerns and other GAD-related circumstances that may need thereof	Enhanced support services for employees in need of special leaves	Enhanced competence of gov't. officials	Availment of Solo Parent Leave, Magna Carta for Women Leave, Paternity Leave and Maternity Leave	Number of monitoring reports on leave utilization for maternity, paternity, solo parent act, and MCW - 2	2	1,000,000.00	1,333,249.05	

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7	NEDA-DBM-COA Joint Memorandum Circular NO. 2012-01 which states including or strengthening capacity building on Gender and Development as one of the essential elements in GAD Planning and Budgeting	Compliance to policy and need to sustain efforts on gender mainstreaming through capacity building	Enhanced knowledge and awareness on Gender and Development (GAD) issues and principles of the DAP officials & staff	Enhanced competence of gov't. officials	Implement purposive capability	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 - 1. At least 2 2. Within 2025 3. At least 6 within the year (e.g. Anti Sexual-Harassment, Safe Space Act, VAWC, Gender Sensitivity, GEDSI)	1. 30 IECs 2. Active Physical GAD Corner maintained. Digital GAD Corner was launched in December 2025) 3. Ten (10) GAD Learning Sessions conducted	1,000,000.00	2,797,976.08	1. 30 IEC materials (10-NWMC Slogans, 10-VAW Posters, 4-Poster Invitations on GAD Activities, 6-tarpaulins for NWMC and 18-day campaign to End VAW) 2. Active Physical GAD Corner maintained. Digital GAD Corner was launched in December 2025 3. 10 GAD Learning Sessions conducted: -Orientation on R.A. 6713 Code of Conduct and Ethical Standards for Public Officials and Employees -Equality for All: A Learning Session on Women's Rights and VAW (2 Batches) -Orientation on Understanding SOGIE and Path to Gender Allyship (2 Batches) -Orientation on Safe Spaces Act (RA 11313) -Seminar on Gender Fair Language in the Workplace (2 Batches) -Training Workshop on Ethics in Human-Participant Social Science Research -Training-Workshop on Harmonized Gender and Development Guidelines (2 Batches) -Dekalogo Lecture Series - Sustaining the Magna Carta of Women (MCW): Conversation through Study, Sharing, and Action -DAPayan: Hindi Ka Babae Lang! -DAPayan Lakambini: Filipino Women in the 21st Century

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8	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 2024 GMEF results 2a. Conduct GAD strategic planning (alignment of plans with the DAP Strategic plan) 2b. Drafting of GAD Agenda 3. Engage a GAD technical expert as consultant	1.Updated GMEF 2a. GAD Agenda drafted 2b. Number of meetings conducted 3a. Engagement of a GAD Technical Expert as consultant 3b. Availability of Gender Analysis Report/s - 1. By Q1 2025 2a. Within Q2 2025 2b. At least 6 meetings for the year 3a. Within Q1 2025 3b. Within the year	1. GMEF not updated 2a. GAD Agenda drafted 2b. Six (6) meetings conducted 3a. GAD Technical Expert engaged in Q4 3b. Gender Analysis available	250,000.00	236,196.00	Updating of GMEF will be implemented in 2026 The DAP GAD Agenda, on the other hand, has already been drafted by the GAD TWG and will be finalized once the DAP Strategic Plan is finalized.
9	Resistance to gender-responsive policies	1. Cultural and social norms that contradict or conflict with gender responsive policies 2. Leaders lack genuine commitment to comply with the policy constraints on resources such as time, human resource	Promote positive attitude towards gender equality by challenging gender norms and stereotypes	Enhanced operational efficiency & effectiveness.	Address resistance to the new policies through targeted advocacies, education and dialogues	1. Number of participants engaged in advocacy efforts - 1. At least 70% (35%-Female and 35%-Male)	99% (50%-Male and 49%-Female)	1,700,000.00	3,716,859.26	
10	Limited application of Gender Analysis (GA) tools in the development cycle and PAPs	Lack of awareness/continuous training on use of Gender Analysis Tools.	Application of GA tools in all levels of the development planning cycle and PAPs	Enhanced competence of gov't. officials	Implement purposive capacity building	1. Number of Training on SDD 2. Number of HGDG Workshops 3. Percentage of the total organization budget attributed to GAD - 1. At least one (1) 2. At least two (2) 3. At least 10 per cent	1. One (1) Training Workshop on Ethics in Human-Participant Social Science Research (for SDD) 2. Two (2) Sessions of Training on HGDG 3. % total organization budget was attributed	700,000.00	888,756.00	

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)
11					Construction of New Training Building in DAPCC Tagaytay			342,760,000.00	213,413,200.00	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 FY2025) 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.
12					Idea Generation Hub			12,862,500.00	10,185,000.00	Done
13					Public Management Development Program			122,245,300.00	87,018,147.85	Done
14					Modernizing Government Regulations for National Competitiveness and Productivity			25,509,900.00	24,818,664.00	Done
15					Support to Productivity and Development Center			21,589,500.00	17,340,330.00	Done
							SUB-TOTAL	524,967,200.00	352,775,341.85	GAA
								7,500,000.00	15,657,187.94	Corporate Funds
							TOTAL	532,467,200.00	368,432,529.79	

Prepared By:

[redacted]

PAG-ASA LUBAG DOGELIO

Chairperson, GAD Technical Working Group

Approved By:

[redacted]

LEOCADIO S. SEBASTIAN, PhD, CESO I

Acting President and CEO

Date