ANNUAL GAD PLAN AND BUDGET
F.Y. 2025

Agency: Philippine Council for Agriculture, Aquatic and Natural Resources Research and Development — Department: Department of Science and Technology
Total GAA of Agency: ₱1,671,678,000.00
Total GAD Budget (Estimated) ₱ 735,574,102.00
% of GAA 44.00%

Gender Issue and/or GAD Mandate	Cause of Gender Issue	GAD Result Statement/GAD Objective	Relevant PAP/MFO/PI	GAD Activity	Output Performance Indicators and Targets	GAD Budget	Source of Budget	Responsible Unit/Office
CLIENT-ORIENTED FOCUS								
Limited provision of GAD capacity building for PCAARRD network researchers and project leaders	Inadequate capacity of network researchers and project leaders to integrate gender in project development cycle	Capacity building for external clients on the use of gender analysis tools and collection and analysis of SDD throughout the non-R&D and R&D project development cycle	MFO 2: Research and Development Management Services for Agriculture, Aquatic and Natural Resources Sector	Conduct GAD training-workshop for PCAARRD network researchers and project leaders 1. Non-R&D GAD Training Series: Training on Gender Analysis (GA) and Use of GA Tools for Program and Projects' Management and Implementation 2. Non-R&D GAD Training Series: Training on the Collection and Use of Sex Disaggregated Data and Gender Statistics for Programs and Projects 3. R&D GAD Training Series: Training on Gender Analysis (GA) and Use of GA Tools for Program and Projects' Management and Implementation 4. R&D GAD Training Series: Training	INDICATOR/S: a. # female and male network researchers and project leaders from Luzon, Visayas and Mindanao to attend GAD training-workshop b. # of newly approved gender-responsive projects TARGET/S: a. At least 40 female and 40 male network researchers and project leaders from Luzon, Visayas and Mindanao to attend GAD training-workshop b. At least 8 newly approved gender-responsive projects	₱1,500,000.00	GAA	SERD, GFPS-TWG, PCAARRD divisions under OED-ARMSS and OED-RD clusters
					Sub-total	**₱1,500,000.00**		
ORGANIZATION-ORIENTED FOCUS								
Absence of monitoring systems for the impacts of policy issuances to ensure that gender issues are addressed	Need to prepare and implement GAD Agenda	Preparation and implementation of GAD Agenda	MFO 2: Research and Development Management Services for Agriculture, Aquatic and Natural Resources Sector	Conduct consultations with GFPS TWG members for the finalization of GAD Agenda, as guided by experts	INDICATOR/S: a. # of meeting/consultation conducted for the finalization of GAD Agenda b. % of plans in the GAD Agenda that are actualized, annually, and per goal TARGET/S: a. At least one meeting/consultation conducted for the finalization of GAD Agenda b. At least 25% of plans in the GAD Agenda that are finalized, annually, and per goal	₱79,000.00	GAA	SERD, GFPS-TWG, PCAARRD divisions under OED-ARMSS and OED-RD clusters
Low % of non-R&D and R&D projects subjected to HGDG as a tool for gender mainstreaming mandated by the Magna Carta of Women	Weak monitoring and evaluation on the utilization of HGDG in the design, monitoring, and implementation of all non-R&D and R&D projects of PCAARRD, and other major flagship programs	Continuous monitoring and evaluation on the utilization of HGDG in the design, monitoring, and implementation of all non-R&D and R&D projects of PCAARRD, and other major flagship programs	MFO 2: Research and Development Management Services for Agriculture, Aquatic and Natural Resources Sector	Conduct a mentoring session on the streamlining the gender mainstreaming efforts of the Council towards gender-responsiveness of PCAARRD-funded non-R&D and R&D programs and projects	INDICATORS: a. # of meetings conducted with PCAARRD divisions to incorporate the use of HGDG checklist to streamline gender mainstreaming efforts of PCAARRD b. # of female and male attended in the mentoring session TARGET/S: a. At least eight (8) meetings conducted with PCAARRD divisions to incorporate the use of HGDG checklist to streamline gender mainstreaming efforts of PCAARRD b. At least 10 female and male attended per division in the mentoring session	₱50,000.00	GAA	SERD, GFPS-TWG, PCAARRD divisions under OED-ARMSS and OED-RD clusters

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Inadequate evidence-based gender mainstreaming in AANR	Lack of organization-wide Gender Audit	Conduct of organization-wide Gender Audit	MFO 2: Research and Development Management Services for Agriculture, Aquatic and Natural Resources Sector	Organize a GAD mentoring session with an invited GAD experts to lecture on the conduct of GAD Audit	INDICATOR/S: a. # of GAD audit conducted with analysis of results b. # of female and male staff capacitated on GAD audit TARGET/S: a. At least one GAD audit conducted with analysis of results b. At least 10 female and 10 male PCAARRD staff capacitated on GAD audit	₱50,000.00	GAA	SERD, GFPS-TWG
Inadequate capacity of relevant staff to serve as speakers for the in-house GAD training of the Council	Absence of core group of resource persons within PCAARRD to serve as speakers for the in-house GAD training of the Council	Development of core group of resource persons within PCAARRD to serve as speakers for the in-house GAD training of the Council	MFO 2: Research and Development Management Services for Agriculture, Aquatic and Natural Resources Sector	Attendance of the members of the GAD Secretariat to GAD trainings and/or M&E reviews by external organizations	INDICATOR/S: a. # of GAD trainings and/or M&E reviews from external organizations to be attended by GAD secretariat TARGET/S: a. At least two GAD trainings and/or M&E reviews from external organizations to be attended by GAD secretariat	₱150,000.00	GAA	SERD, GFPS-TWG
Insufficient assessment and monitoring of PCAARRD gender mainstreaming efforts to ensure effective implementation of funded programs and projects	Limited assessment GAD initiatives and monitoring of gender mainstreaming efforts	Constantly assess and monitor PCAARRD gender mainstreaming efforts to achieve gender-responsive programs and projects	MFO 2: Research and Development Management Services for Agriculture, Aquatic and Natural Resources Sector	Provide overall coordination, monitoring, evaluation, formulation of GAD-related programs, projects, activities and policies	INDICATOR: Number of project staff to be hired to assist in the preparation and implementation of the PCAARRD-GAD Program and activities TARGET: Three (3) project staff/job order to assist in the preparation and implementation of the PCAARRD-GAD Program and activities (100% TOR) 1 Project Technical Specialist I * PhP 52,272.00 * 12 months = PhP 627,264.00 2 Project Technical Assistant VI * PhP 48,250 * 12 months = PhP 1,158,000.00	₱1,785,264.00	GAA	SERD

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Insufficient assessment and monitoring of PCAARRD gender mainstreaming efforts to ensure effective implementation of funded programs and projects	Limited assessment GAD initiatives and monitoring of gender mainstreaming efforts	Constantly assess and monitor PCAARRD gender mainstreaming efforts to achieve gender-responsive programs and projects	MFO 2: Research and Development Management Services for Agriculture, Aquatic and Natural Resources Sector	Provide overall coordination, monitoring, evaluation, formulation of GAD-related programs, projects, activities and policies	INDICATOR: a. Number of permanent staffs from Socio-Economic Research Division (RDEMU-RD Evaluation and Monitoring Unit, PAIMU-Policy Analysis and Information Management Unit, SEEIAU-Socio-Economic Evaluation and Impact Assessment Unit, and AABU-Agri-Aqua Business Unit) to propose and conceptualize gender-responsive programs and project to be approved, funded, implemented and monitored by PCAARRD. b. Number of permanent staffs from the Gender and Development Unit of PCAARRD through SERD in charge in the preparation and implementation of the PCAARRD-GAD Program and activities TARGET: a. Nine (9) permanent staff to propose and conceptualize gender-responsive programs and project to be approved, funded, implemented and monitored by PCAARRD (50% TOR) 1 Chief Science Research Specialist * PhP 98,185.00.00 * 12 months * 50% = PhP 589,110.00 1 Supervising Science Research Specialist * PhP 78,162.00 * 12 months * 50% = PhP 468,972.00 3 Senior Science Research Specialist * PhP 56,390.00 * 12 months * 50% = PhP 1,015,020.00 2 Science Research Specialist II * PhP 43,560.00 * 12 months * 50% = PhP 522,720.00 2 Science Research Specialist I * PhP 34,421.00 * 12 months * 50%= PhP 413,052.00 TOTAL: PhP 3,008,874.00 b. Two (2) permanent staff to spearhead the preparation and implementation of the PCAARRD-GAD Program and activities (100% TOR) 1 Science Research Specialist II * PhP 43,560.00 * 12 months * 100%= PhP 522,720.00 1 Science Research Analyst * PhP 30,024.00 * 12 months * 100% = PhP 360,288.00 TOTAL: PhP 883,008.00 The total amount attributed to GAD is PhP 3,891,882.00	₱3,891,882.00	GAA	SERD

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ATTRIBUTED PROGRAMS/PROJECTS								
				Title of the Program: Strategic Research and Development (R&D) 2025 Budget: PhP 710,336,234.00 HGDG Score: 20.00 GAD Attributed Budget for 2025: PhP 710,336,234.00	Strategic Research and Development (R&D) is the formative banner program of DOST-PCAARRD, setting the trend for other S&T actovties through its three components, namely: R&D agenda, development and maintenance of R&D information systems, and packaging of science-based information materials.	₱710,336,234.00	GAA	PCAARRD divisions under OED-ARMSS and OED-RD clusters
				.	**Sub-total**	**₱710,336,234.00**		
					GRAND TOTAL	**₱735,574,102.00**		

Prepared by:

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