ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT
FY 2024

Reference: Endorsed GPB #2024-018726

Date Endorsed: Feb 14, 2025

Organization: Philippine Council for Agriculture, Aquatic and Natural Resources Research and Development

Organization Category: National Government, Attached Agency

Organization Hierarchy: Department of Science and Technology, Philippine Council for Agriculture, Aquatic and Natural Resources Research and Development

Total Budget/GAA of Organization: 0.00

Actual GAD Expenditure 729,744,724.82 **Original Budget** 550,970,800.77

% Utilization of Budget 132.45

% of GAD Expenditure: 46.56%

	Gender Issue/GAD Mandate	Cause of Gender Issue	GAD Result Statement GAD/Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Output Performance Indicators / Target	Actual Result (Outputs / Outcomes)	Total Agency Approved Budget	Actual Cost / Expenditure	Responsible Unit / Office	Remarks
					CLIENT-FOCUSED ACTIVITIES						
1	Limited provision of GAD capacity building for PCAARRD GFPS members, employees and external clients	Inadequate capacity of ISP managers and network researchers to integrate gender in project development cycle	Capacity building for internal and external clients on the use of gender analysis tools and collection and analysis of SDD throughout the R	MFO: MFO 2: Research and Development Management Services for Agriculture, Aquatic and Natural Resources Sector	Conduct training-workshop on the use of GA Tools developed for AANR and on the collection SDD and GDD for ISP managers and project leaders	# female and male network researchers from Luzon, Visayas and Mindanao to attend training-workshop on the use of GA Tools developed for AANR and on the collection SDD and GDD - At least 10 female and 10 male network researchers from Luzon, Visayas and Mindanao to attend training-workshop on the use of GA Tools developed for AANR and on the collection SDD and GDD	The Council through the Socio-Economics Research Division (SERD) conducted a series of GAD training for Non-R	GAA 1,482,1,000,000.0 0 GAA		SERD, GAD-TWG, OED-ARMMS, OED	Done.
					ORGANIZATION-FOCUSED ACTIVITIES						
2	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: MFO 2: Research and Development Management Services for Agriculture, Aquatic and Natural Resources Sector	Conduct consultations with PCAARRD staff for the finalization of GAD Agenda, as guided by experts	# of meeting/consultation conducted for the finalization of GAD Agenda - At least one meeting/consultation conducted for the finalization of GAD Agenda	The GAD secretariat attended the 2024 DOST GAD Focal Point Assembly on November 27 to December 1, 2024 in Cagayan De Oro. The assembly aims to gather GFPS members from all DOST units and provide an opportunity for learning and networking specifically to enhance their knowledge and skills on GAD for effective gender mainstreming. Another objective of the assembly is to foster networks and linkages among members, enabling them to better implement GAD programs. As an output of the assembly, the GAD secretariat has provided relevant inputs to the development of the agency-wide GAD checklist. Once fully developed, this checklist will be used as the standard tool for assessing the gender-responsiveness of all DOST programs, projects and activities.	GAA 50,000.00 50,000.00 GAA		SERD, GAD-TWG, OED-ARMMS, OED	Done.

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3	Limited provision of GAD capacity building for PCAARRD GFPS members, employees and external clients	Low number of women and men PCAARRD employees participated during Women's Month celebration and 18-Day Campaign to End Violence Against Women webinars and seminars	Participation of women and men PCAARRD employees during Women's Month celebration 18-Day Campaign to End Violence Against Women webinars and seminars	PAP: PAP A.1. General Administration and Support	Conduct seminar and/or webinar on relevant topic/s on GAD during Women's Month Celebration and 18-Day Campaign to End Violence Against Women	% staff attending seminar and/or webinar on relevant topic/s on GAD is conducted during Women's Month Celebration and 18-Day Campaign to End Violence Against Women - At least 50% staff attending seminar and/or webinar on relevant topic/s on GAD is conducted during Women's Month Celebration and 18-Day Campaign to End Violence Against Women	DOST-PCAARRD has expressed a strong and unified message of continued commitment to honor women and girls in celebration of 2024 Women's Month. To strengthen gender inclusion, the Council initiated a series of month-long activities such as purple fridays, purple your icon, and information drives. PCAARRD's NWMC was officially launched through a program and a GAD quiz activity to raise awareness and inspire PCAARRD staff on the achievements of women in science and technology. Furthermore, one of the highlighted activities for the campaign was the online GADiscussion titled "Importance of Mainstreaming Gender in the Entire Research and Development Process" held on March 25. The panel discussion was conducted via Zoom and was streamed live on PCAARRD official Facebook Page. It was attended by almost 100 participants from various agencies and universities across the Philippines. The Council has also embarked anew on its campaign against all forms of violence against women (VAW). This year the theme "VAW Bigyang Wakas, Ngayon na ang Oras!", delivers a message of urgency for effective interventions that are focused on preventing and addressing VAW within our communities, particularly in public spaces.The Council launched a series of activities from November 25 to December 12 to raise awareness and call for action against VAW. A program was held on November 25 to officially launch the campaign, which was participated by PCAARRD's top management and staff.Other campaign activities include Orange Tuesdays and the Kapehan at End VAW Exhibit on Wednesdays. The exhibit featured historical milestones of the Philippines' End VAW campaign since its inception in 2002 and introduced the GAME KN VAW? Quiz to further raise awareness.Another highlighted activity was the Basic Self Defense Session which was held on December 5, 2024. Part of the program was a presentation and demonstration of basic self defense techniques using arnis.	GAA 100,00 100,00 0.00 0.00 GAA GAA		SERD, GAD-TWG, OED-ARMMS, OED	Done.
4	Inadequate capacity of relevant staff to mainstream GAD in PCAARRD	Absence of core group of resource persons/GAD advocates within PCAARRD to facilitate gender mainstreaming	Development of core group of resource persons/GAD advocates within PCAARRD to facilitate gender mainstreaming	MFO: MFO 2: Research and Development Management Services for Agriculture, Aquatic and Natural Resources Sector	Attendance of GAD Secretariat to at least two GAD trainings by external organizations	# of GAD trainings from external organizations to be attended by GAD secretariat - At least two GAD trainings from external organizations to be attended by GAD secretariat	There are several GAD trainings, conferences and seminars that the Council has co-organized and participated by the members of the GAD secretariat which are as follows: 1. DOST-PCAARRD co-organized the 2nd international conference on Women Empowerment and Leadership in Agriculture held at the Central Bicol State University of Agriculture (CBSUA) on March 12-13, 2024. The WELA is a collaboration between PCAARRD and the Filipina Meryl Williams Fellow (MWF) along with its partner SUCs and agencies. The topics discussed in the conference include Women Leadership in Agriculture, Food Security, Women leading in Peace and Conflict Resolution, and Gender in R	GAA 102,394.00 50,000.00 GAA GAA		SERD, GAD-TWG, OED-ARMMS, OED	Done.
5	Inadequate capacity of relevant staff to mainstream GAD in PCAARRD	Limited capacity of ISP managers and key personnel (GAD TWG) in monitoring and assessing the gender responsiveness of project proposals and progress reports	Capacitate ISP managers and key personnel (GAD TWG) in monitoring and assessing the gender responsiveness of project proposals and progress reports	MFO: MFO 2: Research and Development Management Services for Agriculture, Aquatic and Natural Resources Sector	Formulate assessment method on the capacity of ISP managers and GAD TWG on the use the HGDG in reviewing project proposals and progress reports and based on the assessment, formulate training plan to capacitate relevant staff	% of ISP managers and GAD TWG trained to use the HGDG in reviewing project proposals and progress reports - At least 20% of ISP managers and GAD TWG trained to use the HGDG in reviewing project proposals and progress reports	As part of PCAARRD's continuing program on capability building, the Council conducted a "Planning-Workshop cum Training on Enhancement of Gender and Development Integration for DOST-PCAARRD GAD-TWG Members" on February 19-23, 2024. This training achieved all the proposed objectives including the integration gender considerations into the Council's R	GAA 170,440.00 100,000.00 GAA GAA		SERD, GAD-TWG, OED-ARMMS, OED	Done.

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6	Inadequate utilization of projects and programs' results to enhance policies as part of gender mainstreaming in policy	Lack of mechanism to maintain GAD information bulletin that features GAD-responsive projects to allow availability and accessibility of gender information	Maintenance of GAD information bulletin that features GAD-responsive projects to allow availability and accessibility of gender information	MFO: MFO 2: Research and Development Management Services for Agriculture, Aquatic and Natural Resources Sector	Add GAD Information Bulletin as a section under the GAD Corner on Intranet and Website and Promote GAD Information Bulleting via Quick Information Dispatch and through contacts of other SERD Programs (Policy Advocacy Group, etc)	# of page views to the GAD information bulletin - At least 20 page views to the GAD information bulletin	The Council increased its published GAD information materials as there are 11 information bulletins developed and are available in the PCAARRD website. There are also 4 GAD articles published in various National Outlets such as in DOST-PCAARRD Monitor, magazines including S	GAA 50,200.16 47,832.00 GAA GAA		SERD, GAD-TWG, OED-ARMMS, OED	Done.
7	Insufficient assessment and monitoring of PCAARRD gender mainstreaming efforts to ensure effective implementation	Limited assessment GAD initiatives and irregular planning and monitoring of gender mainstreaming initiatives	Constantly assessed and monitored PCAARRD gender mainstreaming efforts to gauge their effectivity and impacts to PCAARRD personnel	MFO: 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	Number of permanent staff from the Gender and Development Unit of PCAARRD through SERD in charge in the preparation and implementation of the PCAARRD-GAD Program and activities - Two (2) permanent staff to spearhead the preparation and implementation of the PCAARRD-GAD Program and activities. 1 Science Research Specialist II * PhP 43,639.00 * 12 months = PhP 523,668.00 1 Science Research Analyst * PhP 29,700.00 * 12 months = PhP 356,400.00 Number of permanent staff 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. - Nine (9) permanent staff to propose and conceptualize gender-responsive programs and project to be approved, funded, implemented and monitored by PCAARRD. 1 Chief Science Research Specialist * PhP 99,086.00 * 12 months = PhP 1,189,032.00 1 Supervising Science Research Specialist * PhP 78,662.00 * 12 months = PhP 943,944.00 3 Senior Science Research Specialist * PhP 56,493.00 * 12 months = PhP 2,033,748.00 2 Science Research Specialist II * PhP 43,639.00 * 12 months = PhP 1,047,336.00 2 Science Research Specialist I * PhP 34,452.00 * 12 months = PhP 826,848.00	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 41,616.00 * 12 months * 100% = PhP 499,392.00 1 Science Research Analyst * PhP 28,512.00 * 12 months * 100% = PhP 342,144.00 TOTAL: PhP 841,536.00 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 94,132.00 * 12 months * 50%= PhP 564,792.00 1 Supervising Science Research Specialist * PhP 74,836.00 * 12 months * 50%= PhP 449,016.0 3 Senior Science Research Specialist * PhP 53,873.00 * 12 months * 50%= PhP 969,714.00 2 Science Research Specialist II * PhP 41,616.00 * 12 months * 50%= PhP 499,392.00 2 Science Research Specialist I * PhP 32,870.00 * 12 months * 50%= PhP 394,440.00 TOTAL: PhP 2,877,354.00	GAA 3,718,990.00 3,460,488.00 GAA GAA		Socio-Economics Research Division	Done.

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8	Insufficient assessment and monitoring of PCAARRD gender mainstreaming efforts to ensure effective implementation	Limited assessment GAD initiatives and irregular planning and monitoring of gender mainstreaming initiatives	PCAARRD gender mainstreaming efforts are constantly assessed and monitored to gauge their effectivity and impacts to PCAARRD personnel	MFO: 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	Number of project staff to be hired to assist in the preparation and implementation of the PCAARRD-GAD Program and activities - Three (3) project staff/job order to assist in the preparation and implementation of the PCAARRD-GAD Program and activities 1 Science Research Specialist II * PhP 49,606 * 12 months = PhP 595,272.00 2 Project Development Officer II * PhP 48,337.20 * 12 months = PhP 1,102,632.00	Three (3) project staff who assist in the preparation and implementation of the PCAARRD-GAD Program and activities (100% TOR) 1 Project Technical Specialist I * PhP 47,606.00 * 11 months = PhP 523,666.00 1 Project Technical Assistant VI * PhP 43943 * 12 months = PhP 527,316.00 1 Project Technical Assistant VI * PhP 43943 * 11 months = PhP 483,373.00 TOTAL: PhP 1,534,355.00	GAA 1,697,904.00 GAA	1,534,355.00 GAA	Socio-Economics Research Division	Done.
9	Insufficient assessment and monitoring of PCAARRD gender mainstreaming efforts to ensure effective implementation	Limited assessment GAD initiatives and irregular planning and monitoring of gender mainstreaming initiatives	PCAARRD gender maintreaming efforts are constantly assessed and monitored to gauge their effectivity and impacts to PCAARRD personnel	MFO: 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	Number of GAD TWG members involved in PCAARRD GAD mainstreaming activities - Sixteen (16) permanent staff who are members to GAD-TWG to assist in the mainstreaming of the PCAARRD-GAD Program and activities (50% TOR) 2 Supervising Science Research Specialist * PhP 78,662.00 * 12 months = PhP 1,887,888.00 5 Senior Science Research Specialist * PhP 56,493.00 * 12 months = PhP 3,389,580.00 1 Admin Officer II * PhP 47,333.00 * 12 m 3 Science Research Specialist II * PhP 43,639.00 * 12 months = PhP 1,571,004.00 4 Science Research Specialist I * PhP 34,452.00 * 12 months = PhP 1,653,696.00 1 Admin Assistant II * Php 29,700.00 * 12 months = Php 356,400.00	a. One chairperson and two (2) vice-chairpersons who lead the GFPS Executive Committee and approve the evaluate the PCAARRD-GAD program and activities (50% TOR) 1 Executive Director * PhP 154,320.00 * 12 months * 50%= PhP 925,920.00 2 Deputy Executive Director * PhP 136,893.00 * 12 months * 50%= PhP 1,642,716.00 TOTAL: PhP 2,568,636.00 b. Twelve (12) members of the GFPS Executive Committee who review and evaluate the PCAARRD-GAD program and activities (50% TOR) 11 Chief Science Research Specialist * PhP 94,132.00 * 12 months * 50%= PhP 6,212,712.00 1 Supervising Science Research Specialist * PhP 74,836.00 * 12 months * 50%= PhP 449,016.00 TOTAL: PhP 6,661,728.00 c. Seventeen (17) members of the GFPS-TWG who assist in the mainstreaming of the PCAARRD-GAD Program and activities (50% TOR) 2 Supervising Science Research Specialist * PhP 74,836.00 * 12 months * 50%= PhP 898,032.00 4 Senior Science Research Specialist * PhP 53,873.00 * 12 months * 50% = PhP 1,292,952.00 3 Science Research Specialist II * PhP 41,616.00 * 12 months * 50% = PhP 749,088.00 5 Science Research Specialist I * PhP 32,870.00 * 12 months * 50% = PhP 986,100.00 1 Admin Officer II * PhP 28,512.00 * 12 months * 50% = PhP 171,072.00 2 Admin Assistant III * PhP 22,219.00 * 12 months * 50% = PhP 266,628.00 TOTAL: PhP 4,363,872.00 d. Fourteen (14) alternate GFPS-TWG members who assist in the mainstreaming of the PCAARRD-GAD Program and activities (25% TOR) 2 Senior Science Research Specialist * PhP 53,873.00 * 12 months * 50% = PhP 646,476.00 8 Science Research Specialist II * PhP 41,616.00 * 12 months * 50% = PhP 1,997,568.00 2 Science Research Specialist I * PhP 32,870.00 * 12 months * 50% = PhP 394,440.00 2 Science Research Analyst * PhP 28,512.00 * 12 months * 20% = PhP 342,144.00 TOTAL: PhP 3,380,628.00 The total amount attributed to GAD is PhP 16,974,864.00	GAA 4,713,282.80 GAA	16,974,864.00 GAA	GAD-TWG	Partially Done.
						ATTRIBUTED PROGRAM					

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10					Strategic Research and Development (R&D) is the formative banner program of DOST-PCAARRD, setting the trend for other S&T activities through its three components, namely: R&D agenda, development and maintenance of R&D information systems, and packaging of science-based information materialsTitle of the Program: Strategic Research and Development (R&D) 2023 Budget: PhP 539,751,293.97 HGDG Score: 20.00 GAD Attributed Budget for 2023: PhP 539,751,293.97			GAA 539,751,293.97 GAA	705,561,188.66 GAA	ARMRD, CRD, FERD, IARRD, LRD, MRRD, SERD, TTPD	
							SUB-TOTAL	550,970,800.77	729,744,724.82	GAA	
							TOTAL	550,970,800.77	729,744,724.82		

Prepared By:	Approved By:	Date
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