ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT
FY 2025

Reference: Direct Encoding (No GPB in database)

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:	1,671,678,000.00		
Actual GAD Expenditure	635,856,807.90	**Original Budget**	735,574,102.00
		% Utilization of Budget	86.44
% Utilization of Original	0.00		
% of GAD Expenditure:	38.04%		

	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Remarks
	1	2	3	4	5	6	7	8	9	10	11
	CLIENT-FOCUSED ACTIVITIES										
1	Limited provision of GAD capacity building for PCAARRD network researchers and project leaders	Inadequate capacity of network researchers and project leadersto 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	MFO: MFO 2: Research and Development Management Services for Agriculture, Aquatic and Natural Resources Sector	Implementation of GAD training-workshop for PCAARRD network researchers and project leaders1 Non-RD GAD Training Series: Training on Gender Analysis (GA) and Use of GA Tools for Program and Projects' Management and Implementation2 Non-RD GAD Training Series: Training on the Collection and Use of Sex Disaggregated Data and Gender Statistics for Programs and Projects	# of newly approved gender-responsive projects - At least 8 newly approved gender-responsive projects # female and male network researchers and project leaders from Luzon, Visayas and Mindanao to attend GAD training-workshop- At least 40 female and 40 male network researchers and project leaders from Luzon, Visayas and Mindanao to attend GAD training-workshop	Eight ongoing gender-responsive projects are approved for funding by DOST-PCAARRD. The Council through the Socio-Economics Research Division (SERD) conducted a series of GAD training activities for Non-R	GAA 1,500,000.00 GAA	1,405,479.00 GAA	Socio-Economics Research Division	Done.
	ORGANIZATION-FOCUSED ACTIVITIES										

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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	Consultations with GFPS TWG members for the finalization of GAD Agenda, as guided by experts	% of plans in the GAD Agenda that are actualized, annually, and per goal - At least 25% of plans in the GAD Agenda that are finalized, annually, and per goal # of meeting/consultation conducted for the finalization of GAD Agenda - At least one meeting/consultation conducted for the finalization of GAD Agenda	25% plans in the GAD Agenda were finalized, annually and per goal as per the conducted mentoring sessions for the GAD audit of DOST-PCAARRD. The Gender and Development and Special Projects Unit (GADSPU) conducted a three-day Mentoring Session for the GAD Audit of DOST-PCAARRD on November 26–28, 2025 to enhance the technical capacity of GAD staff in preparing for and implementing the GAD Audit in accordance with PCW standards. The activity focused on equipping participants with the necessary knowledge, tools, and guidance to assess and strengthen the Council's gender mainstreaming efforts, reinforcing PCAARRD's commitment to gender equality and women's empowerment in the S	GAA 79,000.00 GAA	32,850.00 GAA	SERD, GAD-TWG	Done.
3	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	Continuous monitoring and evaluation on the utilization of HGDG in the design, monitoring, and implementation of all non-RD and RD projects of PCAARRD, and other major flagship programs	MFO: MFO 2: Research and Development Management Services for Agriculture, Aquatic and Natural Resources Sector	Implementation of a mentoring session on the streamlining the gender mainstreaming efforts of the Council towards gender-responsiveness of PCAARRD-funded non-RD and RD programs and projects	# of meetings conducted with PCAARRD divisions to incorporate the use of HGDG checklist to streamline gender mainstreaming efforts of PCAARRD - At least eight (8) meetings conducted with PCAARRD divisions to incorporate the use of HGDG checklist to streamline gender mainstreaming efforts of PCAARRD # of female and male attended in the mentoring session - At least 10 female and male attended per division in the mentoring session	Only one meeting was successfully conducted with GAD TWG to capacitate them on the use of HGDG checklists into project design and implementation. The Gender and Development unit of SERD successfully conducted the GAD Technical Working Group (TWG) Harmonized Gender and Development Guidelines (HGDG) Mentoring Program on October 22–24, 2025, at R.D. Guerrero Hall. The three-day program aimed to strengthen the capacity of GAD TWG members, ISP managers, and project managers from the OED-RD cluster in integrating the core elements of HGDG into project design and implementation With Mr. King David Agreda as the resource person, the session began with an overview of GAD concepts and principles, including the identification of gender issues and the fundamentals of gender analysis. The seminar comprised five (5) mentoring modules covering key topics such as the fundamentals of HGDG, application of the HGDG checklist, integration of HGDG in the project lifecycle/PIMME, HGDG in budgeting and reporting, and advanced discussions and mentorship on GAD. The sessions provided valuable inputs that enabled participants to properly use and accomplish the checklist, which is a requirement for DPMIS submission. Through the engaging lectures and assessment activities, the participants were able to complete the HGDG checklist and enhance the scores of concept proposals on carabao milk production and arabica coffee farming. They also gained new and relevant insights on using the checklist within the AANR context.	GAA 50,000.00 GAA	109,000.00 GAA	SERD, Divisions under OED-ARMSS clusters and Divisions under RD cluster	Done.
4	Inadequate evidence-based gender mainstreaming in AANR	Lack of organization-wide Gender Audit	Conduct of organization-wide Gender Audit	MFO: MFO 2: Research and Development Management Services for Agriculture, Aquatic and Natural Resources Sector	Organization of a GAD mentoring session with an invited GAD experts to lecture on the conduct of GAD Audit	# of GAD audit conducted with analysis of results - At least one GAD audit conducted with analysis of results # of female and male staff capacitated on GAD audit - At least 10 female and 10 male PCAARRD staff capacitated on GAD audit	The Gender and Development and Special Projects Unit (GADSPU) conducted a three-day Mentoring Session for the GAD Audit of DOST-PCAARRD on November 26–28, 2025 to enhance the technical capacity of GAD staff in preparing for and implementing the GAD Audit in accordance with PCW standards. The activity focused on equipping participants with the necessary knowledge, tools, and guidance to assess and strengthen the Council's gender mainstreaming efforts, reinforcing PCAARRD's commitment to gender equality and women's empowerment in the S The attendees were 4 females and 1 male.	GAA 50,000.00 GAA	0.00 GAA	SERD, GAD-TWG	Done.
5	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: 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 ME reviews by external organizations	# of GAD trainings and/or ME reviews from external organizations to be attended by GAD secretariat- At least two GAD trainings and/or ME reviews from external organizations to be attended by GAD secretariat	1. DOST-PCAARRD participated in the 3rd International Conference on Women Empowerment and Leadership in Agriculture (WELA) on May 14–16, 2025, in Butuan City, highlighting its commitment to gender-responsive innovation in the AANR sector. Organized by Caraga State University, the conference gathered local and international stakeholders to discuss gender equality, inclusive governance, climate-resilient agriculture, and digital technologies. DOST-PCAARRD contributed through plenary participation, presentations of four funded GAD projects, and its GAD R	GAA 150,000.00 GAA	204,320.00 GAA	SERD	Done.

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6	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: MFO 2: Research and Development Management Services for Agriculture, Aquatic and Natural Resources Sector	Provision of 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 (100% TOR) 1 Project Technical Specialist I * PhP 55,272.00 * 12 months = PhP 627,264.00 2 Project Technical Assistant VI * PhP 48,250 * 12 months = PhP 1,158,000.00	The three hired project staff have the following terms of reference for the implementation of the project titled, "Enhancement of Gender and Development Integration Towards a More Inclusive R	GAA 1,785,264.00 GAA	1,785,264.00 GAA	SERD	Done.
7	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: MFO 2: Research and Development Management Services for Agriculture, Aquatic and Natural Resources Sector	Provision of overall coordination, monitoring, evaluation, formulation of GAD-related programs, projects, activities and policies	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 - 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 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.- 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	Two (2) permanent staff to spearhead the preparation and implementation of the PCAARRD-GAD Program and activities (100% TOR) The staff of the Socio-Economics Research Division (SERD) play a key role in planning, coordinating, monitoring, and evaluating the socio-economic and gender-related research of the National Agriculture, Aquatic, and Natural Resources R Nine (9) permanent staff to propose and conceptualize gender-responsive programs and project to be approved, funded, implemented and monitored by PCAARRD (50% TOR) The staff of the Socio-Economics Research Division (SERD) play a key role in planning, coordinating, monitoring, and evaluating the socio-economic and gender-related research of the National Agriculture, Aquatic, and Natural Resources R	GAA 3,891,882.00 GAA	3,891,882.00 GAA	SERD	Done.

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8	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: MFO 2: Research and Development Management Services for Agriculture, Aquatic and Natural Resources Sector	Provision of overall coordination, monitoring, evaluation, formulation of GAD-related programs, projects, activities and policies	# of GFPS TWG members involved in PCAARRD GAD mainstreaming activities - 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 78,162.00 * 12 months * 50%= PhP 937,944.00 4 Senior Science Research Specialist * PhP 56,390.00 * 12 months * 50% = PhP 1,353,360.00 3 Science Research Specialist II * PhP 43,560.00 * 12 months * 50% = PhP 784,080.00 5 Science Research Specialist I * PhP 34,421.00 * 12 months * 50% = PhP 1,032,630.00 1 Admin Officer II * PhP 30,024.00 * 12 months * 50% = PhP 180,144.00 2 Admin Assistant III * PhP 23,226.00 * 12 months * 50% = PhP 278,712.00 TOTAL: PhP 4,566,870.00 # of GFPS EXECOM members involved in PCAARRD GAD mainstreaming activities - 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 98,185.00 * 12 months * 50%= PhP 6,480,210.00 1 Supervising Science Research Specialist * PhP 78,162.00 * 12 months * 50%= PhP 468,972.00 TOTAL: PhP 6,949,182.00 # of GFPS EXECOM (chairperson and vice-chairperson) involved in PCAARRD GAD mainstreaming activities - One (1) 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 160,469.00 * 12 months * 50%= PhP 962,814.00 2 Deputy Executive Director * PhP 142,663.00 * 12 months * 50%= PhP 1,711,956.00 TOTAL: PhP 2,674,770.00 # of GFPS TWG alternates involved in PCAARRD GAD mainstreaming activities - Fourteen (14) alternate GFPS-TWG members who assist in the mainstreaming of the PCAARRD-GAD Program and activities (50% TOR) 2 Senior Science Research Specialist * PhP 56,390.00 * 12 months * 50% = PhP 676,680.00 8 Science Research Specialist II * PhP 43,560.00* 12 months * 50% = PhP 2,090,880.00 2 Science Research Specialist I * PhP 34,421.00 * 12 months * 50% = PhP 413,052.00 2 Science Research Analyst * PhP 30,024.00 * 12 months * 50% = PhP 360,288.00 TOTAL: PhP 3,540,900.00	Seventeen (17) members of the GFPS-TWG who assist in the mainstreaming of the PCAARRD-GAD Program and activities Twelve (12) members of the GFPS Executive Committee who review and evaluate the PCAARRD-GAD program and activities One (1) chairperson and two (2) vice-chairpersons who lead the GFPS Executive Committee and approve the evaluate the PCAARRD-GAD program and activities The GFPS Technical Working Group (TWG) in PCAARRD serves as the technical backbone for gender mainstreaming, ensuring that gender perspectives are systematically integrated into the Council's programs, projects, and operations. Its roles include providing policy and program guidance, monitoring and evaluating the implementation of gender-responsive activities, facilitating capacity-building initiatives, and coordinating with stakeholders to promote inclusive policies. The TWG also offers strategic recommendations to strengthen PCAARRD's GAD framework, support gender-inclusive research, and ensure the sustainability of gender mainstreaming efforts across the agriculture, aquatic, and natural resources (AANR) sector. Fourteen (14) alternate GFPS-TWG members who assist in the mainstreaming of the PCAARRD-GAD Program and activities	GAA 17,731,722.00 GAA	17,731,722.00 GAA	GFPS Executive Committe, EXECOM members and TWG	Done.
					ATTRIBUTED PROGRAM						
9					Strategic Research and Development (R&D)			GAA 710,336,234.00 GAA	610,696,290.90 GAA	SERD, Divisions under OED-ARMSS clusters and Divisions under RD cluster	
							SUB-TOTAL	735,574,102.00	635,856,807.90	GAA	
							TOTAL	735,574,102.00	635,856,807.90		

Prepared By:	Approved By:	Date
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