

**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT
FY 2021**

Reference: Endorsed GPB #2021-011013		Date Endorsed: Apr 05, 2021		
Organization: Philippine Council for Agriculture and Fisheries		Organization Category: National Government, Attached Agency		
Organization Hierarchy: Department of Agriculture, Philippine Council for Agriculture and Fisheries				
Total Budget/GAA of Organization:	228,339,000.00			
Actual GAD Expenditure	5,356,766.14	Original Budget	11,416,950.00	
		% Utilization of Budget	46.92	
% of GAD Expenditure:	2.35%			

	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	Variance/ Remarks
	1	2	3	4	5	6	7	8	9	11	12
CLIENT-FOCUSED ACTIVITIES											

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1	Slow identification of resolutions to address women's issues in agriculture and fisheries	Low participation and lack of women taking leadership roles in consultative bodies' decision-making and policy-making process Gender blindness and unconscious effort in identifying issues affecting women in agriculture and fishery	To enhance equitable representation of women in the formulation, implementation, monitoring and evaluation of policies, plans, programs and projects To facilitate discussions and identification of possible solutions to issues affecting women in agriculture and fisheries	PAP: Development and coordination of Agri and Fishery Policies	Conduct of Agricultural and Fishery Council's (AFCs) meetings/forum with gender and development and issues on rural women as agenda to discuss in agriculture and fisheries	No. of meetings/consultations conducted - 7 No. of resolution/policy recommendations prepared - 7 No. of issues identified and discussed - 2 No. of women stakeholder-participants - At least 20% of stakeholders participants are women (annual 2% increase until we reach the 50% target)	14 meetings were conducted 6 policy resolutions/recommendations prepared 8 GAD-related issues identified and discussed 55% of stakeholders participants in the consultations were women	306,000.00 GAA	146,048.47 GAA	PDCD and PDD-SMS (We-CONSULT)	Done. Consultations were conducted through online platforms, hence, limited expenses were incurred.
2	Low level of women's participation in the consultative bodies	Stereotyping on the roles of women and participation in consultative bodies' decision making process	To ensure equal participation of women and men in the Agricultural Fishery Council	PAP: Partnership Development	Campaign for increase of women organizations in the Agricultural Fishery Council (AFC)	No. of women organizations invited to participate in the AFC at the regional/provincial levels - 5 women organizations invited to participate in the AFC at the regional/provincial levels At least 25% of the 7% newly recruited AFC are women - 25% of the target are women (annual increase of 2% until it reached the 50% target)	8 women organizations were invited to participate in the AFC at the regional/provincial levels 21.92% (32 out of the newly recruited AFC are women)	314,996.36 GAA	154,905.56 GAA	PDD - Volunteers Management Section	Done.

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3	Low level of women's participation in the consultative bodies	Gender stereotyping with men usually preferred for leadership	To recognize women leaders in the NBPC and AFCs and provide incentives for women who take leadership roles	PAP: Partnership Development	Conduct of Search for Outstanding AFC Women Leader	No. of awards/winners granted -1 Outstanding AFC Women Leader 2 Outstanding AFC Women Leader Finalists	0	80,000.00 GAA	0.00 GAA	PDD - Volunteers Management Section	Not Done. Provision of recognition/awards package did not materialize given that the conduct of screening, evaluation, deliberation and the entire selection procedure were not carried out due to the continued implementation of quarantine measures.
4	Low level of women's participation in the consultative bodies	Gender stereotyping with men usually preferred for leadership	To recognize women leaders in the NBPC and AFCs and provide incentives for women who take leadership roles	PAP: Partnership Development	Conduct of Women Summit	No. of Women Summit conducted - 1 Women Summit conducted	0	423,900.00 GAA	0.00 GAA	PDD - Volunteers Management	Not Done. Conduct of women summit was not done due to the implementation of quarantine measures.
5	Low level of women's participation in the consultative bodies	Gender stereotyping with men usually preferred for leadership	To recognize women leaders in the NBPC and AFCs and provide incentives for women who take leadership roles	PAP: Partnership Development	Conduct of Search for Young Womenpreneur	No. of search for young womenpreneur conducted - 1 Search for Young Womenpreneur conducted	0	295,396.00 GAA	0.00 GAA	PDD - VMS	Not Done. Provision of recognition/awards package did not materialize given that the conduct of screening, evaluation, deliberation and the entire selection procedure were not carried out due to the continued implementation of quarantine measures.

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6	Low level of women's participation in the consultative bodies	Gender stereotyping with men usually preferred for leadership	To recognize women leaders in the NBPC and Afcs and provide incentives for women who take leadership roles	PAP: Partnership Development	Conduct of Search for Young Women Leader	No. of awards/winners granted - 1 Outstanding AFC Young Women Leader2 Outstanding AFC Young Women Leader Finalists	0	80,000.00 GAA	0.00 GAA	PDD-VMS	Not Done. Provision of recognition/awards package did not materialize given that the conduct of screening, evaluation, deliberation and the entire selection procedure were not carried out due to the continued implementation of quarantine measures.
7	Low level of women's participation in the consultative bodies	Stereotyping on the roles and participation of women in the planning and programming activities	To enhance equitable representation of women in the formulation, implementation, monitoring and evaluation of policies, plans, programs and projects	PAP: Planning, Monitoring and Knowledge Management	Conduct of Participatory Performance Review and Planning Workshops on Agency Plan and Budget including GAD Plan and Budget	At least 25% of AFC participants are women(annual increase of 2% until the 50% target is reached) - 25% of AFC participants(annual increase of 2% until the 50% target is reached)	49% of stakeholders participants are women (97 out of 197)	437,400.00 GAA	1,171,312.89 GAA	PMKMD-Planning and Programming Section	Done. The Planning and Programming Section (PPS) in coordination with PDD and PDCD conducted the Areawide Planning Workshop with AFCs at the local level. The increase in budget utilization is to the inclusion of the salaries of all employees who facilitated in the said workshop. This is consistent with the revised guidelines in the audit of GAD funds and activity in government agencies (COA Circular 2014-001).

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8	Low level of women's participation in the consultative bodies	Stereotyping on the roles and participation of women in AFC monitoring and evaluation activities	To enhance equitable representation of women in the formulation, implementation, monitoring and evaluation of policies, plans, programs and projects	PAP: Planning, Monitoring and Knowledge Management	Conduct of Participatory Monitoring and Tracking Activities on agriculture and fishery programs and projects	At least 25% of AFC participants are women(annual increase of 2% until the 50% target is reached) - 25% of AFC participants(annual increase of 2% until the 50% target is reached)	33% of the monitoring teams are women	322,166.00 GAA	975,300.00 GAA	PMKMD-Monitoring and Evaluation Section	Done. TEV of women members of the monitoring team. The increase in fund utilization is due to the increase in number of women participating in the monitoring and tracking activities.
9	Low level of women's participation in the consultative bodies	Stereotyping on the roles and participation of women in policy making process	To inspire and empower women in promoting gender equality in the agri and fishery sector	PAP: Planning, Monitoring and Knowledge Management	Conduct of knowledge event of women empowerment	No. of knowledge event on women empowerment conducted - 1 knowledge event	1 knowledge event conducted	150,000.00 GAA	270,757.52 GAA	PMKMD-Knowledge Management Section	Done. The increase in actual utilization is due to the inclusion of the salaries of employees who participated in the activity.
10	Low level of women's participation in the consultative bodies	Stereotyping on the roles and participation of women in policy making process	To inspire and empower women in promoting gender equality in the agri and fishery sector	PAP: Planning, Monitoring and Knowledge Management	Develop knowledge products/collaterals featuring AFC women achievements	No. of knowledge product/collateral developed - 1 knowledge product developed	1 knowledge product developed	100,000.00 GAA	168,209.44 GAA	PMKMD-Knowledge Management Section	Done. Placement of advertorial in The Manila Times, "PCAF, amplifier of women's voice in agriculture and fishery industry"Additional fund was sourced from the fund balance of film showing.
11	Low level of women's participation in the consultative bodies	Stereotyping on the roles of women and participation in consultative bodies' decision making process	To ensure equal participation of women and men in the Agricultural Fishery Council	PAP: Partnership Development	Conduct of orientation for newly recruited AFC members	At least 25% of the 7% newly recruited AFC are women(annual increase of 2% until the 50% target is reached) - 25% of the newly recruited AFC are women (annual increase of 2% until the 50% target is reached)	11% of the participants are women 4 women organizations participated in the orientation	77,318.00 GAA	26,382.47 GAA	PDD-Volunteer Management Section	Done. Participants encountered internet connectivity issues during the online orientation.

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12	Low level awareness on gender and development among Agricultural and Fishery Council (AFCs) officers and members	Lack of knowledge on gender and development that lead to non-consideration in tackling agri-and fisheries policy/ies issues	To raise awareness of AFCs on gender issues affecting agriculture and fisheries	PAP: Partnership Development	Conduct of GAD related trainings for AFC officers and members at regions/provinces	No. of trainings for AFC officers conducted - 3 GAD related trainings conducted for AFC officers and members at regions/provinces	8 GAD-related trainings were conducted for AFC officers and members at regions/provinces	5,369,720.82 GAA	466,056.59 GAA	PDD-Capacity Development Section	Done. Trainings were conducted through online platform, hence, limited expenses were incurred.
13	Low level awareness on gender and development among Agricultural and Fishery Council (AFCs) officers and members	Stereotyping on the roles and participation of women in the decision-making and policy-making process	To enhance equitable representation of women in the formulation, implementation, monitoring and evaluation of policies, plans, programs and projects	PAP: Development and coordination of Agri and Fishery Policies	Conduct of AFC meetings/consultations/workshops on agriculture and fishery issues	At least 25% of stakeholders participants are women(annual increase of 2% until the 50% target is reached) - 25% stakeholder-participants are women(annual increase of 2% until the 50% target is reached)	55.42% of stakeholder-participants in the consultations are women	1,924,001.82 GAA	182,768.74 GAA	Policy Development and Coordination Division	Done. At the national level consultations, 50.8% of stakeholders participants are women while60% women participants participated at the local level consultations.National AFC consultations were conducted only through online platforms. On the other hand, not all regions were able to conduct meetings due to limited mobility restrictions and internet connectivity issues.

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14	Low level of women's participation/representation in the conduct of agency's participatory Program/Activities/ Projects	Gender stereotyping with men usually preferred partners for the implementation of Programs, Projects and Activities	To recognize women as viable partners for development	PAP: Partnership Development	Forging of partnership agreements	Number of Partnership Agreement forged with Women's Organization - 1 Partnership Agreement Forged	2 Partnership Agreements forged	155,377.00 GAA	502,297.80 GAA	PDD-Volunteer Management Section	Done. Partnership Agreements:1. Rice Watch Action Network - Enhancing Gender Outcomes of Rice-related Agencies through Participatory Gender Analysis of Rice Supply Chain and Advocacies 2. Partnership agreement with AGREA Agricultural Communities International Foundation, Inc.: Implementing FIRST Policy Advocacy for Household Food Security and Nutrition
15	Low level of women's participation/representation in the conduct of agency's participatory Program/Activities/ Projects	Gender stereotyping with men usually preferred for leadership	To recognize women leaders in the NBPC and AFCs and provide incentives for women who take leadership roles	PAP: Partnership Development	Provision of Awards during the conduct of National Volunteers Day	Number of Awards/Winners Granted - Region with the Most number ofGAD related Agenda-1 -Region with the Most number ofGAD related Agenda Number of Awards/Winners Granted - NBPC/OPPC with most number of GAD Related Agenda - 1 - NBPC/OPPC with most number of GAD Related Agenda	1 Region with the Most number of GAD-related Agenda 1 NBPC/OPPC with most number of GAD-related Agenda	60,000.00 GAA	177,991.55 GAA	PDD-Volunteer Management Section	Done. Given the conduct of search for Outstanding AFC Women Leader, Young Women Leader and Young Womenpreneur were not carried out, fund balance was used for this activity.

ORGANIZATION-FOCUSED ACTIVITIES

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16	Different levels of understanding on gender and development	Lack of organizational capacity to mainstream gender in the agency's PAPs	To build capacity of the organization to mainstream gender in its PAPs	GASS: General Administration and Support Services	Conduct of GAD-related trainings/seminars	No. of trainings/seminars conducted - 2 GAD related trainings/seminars conducted	4 GAD related trainings conducted and attended	386,250.00 GAA	740,904.74 GAA	GAD-FPS and AFMD-HRDS GAD-FPS, PMKMD and AFMD	Done. GAD-related training/webinar: 1. Webinar on Guided Nutrition 2. Webinar on Anti-Sexual Harassment 3. Conduct of Gender Equality Disability and Social Inclusion Trainings Attended by GAD-FPS members and selected employees 1. Gender, Diversity and Social Inclusion (Aug 16, 18, 23 and 26, 2021) - participated by GAD-FPS members and selected employees Fund balance for the conduct of film showing were utilized for GAD-related trainings/webinars.
17	Different levels of understanding on gender and development	Lack of organizational capacity to mainstream gender in the agency's PAPs	To build capacity of the organization to mainstream gender in its PAPs	PAP: Planning, Monitoring and Knowledge Management	Conduct of film showing (with analogy)	No. of film showing activities - 9 film showing activities	1 film showing activities	316,250.00 GAA	67,292.36 GAA	PMKMD - Knowledge Management Section	Partially Done. Fund balance was utilized to fund GAD-related trainings/webinars.

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18	Different levels of understanding on gender and development	Lack of organizational capacity to mainstream gender in the agency's PAPs Lack of organizational capacity to mainstream gender in the agency's PAPs	To build capacity of the organization to mainstream gender in its PAPs To build capacity of the organization to mainstream gender in its PAPs	PAP: Planning, Monitoring and Knowledge Management PAP: Planning, Monitoring and Knowledge Management	Updating and maintenance of GAD corner	No. of GAD corner/website maintained/updated - 1 GAD corner/website maintained/updated No. of physical GAD corner maintained/updated - 1 physical GAD corner maintained/updated	1 GAD corner/website maintained/updated 1 physical GAD corner maintained/updated	5,000.00 GAA	3,600.00 GAA	PMKMD - Knowledge Management Section GAD-FPS and PMKMD-Knowledge Management Section	Done.
19	Different levels of understanding on gender and development	Lack of organizational capacity to mainstream gender in the agency's PAPs Lack of organizational capacity to mainstream gender in the agency's PAPs	To build capacity of the organization to mainstream gender in its PAPs To build capacity of the organization to mainstream gender in its PAPs	GASS: General Administration and Support Services GASS: General Administration and Support Services	Conduct of and/or attendance to activities in celebration of Women's Month	No. of female personnel participants - 71 female personnel participants No. of male personnel participants - 50 male personnel participants	71 female personnel participants 50 male personnel participants	121,185.00 GAA	90,463.75 GAA	GAD-FPS and AFMD GAD-FPS and AFMD	Done. Provision of advocacy kit (T-shirt, spray bottle and facemask) using the PCW prescribed design. Procurement of advocacy kit has undergone the bidding process hence the variance in allocated budget and the actual cost of expenditure.
20	Different levels of understanding on gender and development	Lack of organizational capacity to mainstream gender in the agency's PAPs	To build capacity of the organization to mainstream gender in its PAPs	GASS: General Administration and Support Services	Conduct of and/or attendance to activities in observance of 18-Day Campaign to End VAW	No. of female personnel participants - 71 female personnel participants No. of male personnel participants - 50 male personnel participants	79 female employees 49 male employees	96,800.00 GAA	127,979.13 GAA	GAD-FPS and AFMD GAD-FPS and AFMD	Done. Variance in the number of target personnel/participants is due to the recent changes in PCAF officer and staff. On the other hand, additional fund was source from the allocated fund for the celebration of Rural Women's Month.

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21	Different levels of understanding on gender and development	Lack of organizational capacity to mainstream gender in the agency's PAPs	To build capacity of the organization to mainstream gender in its PAPs	GASS: General Administration and Support Services	Attendance and participation to Department of Agriculture Focal Point System (DA-GAD-FPS) and DA-GAD assessment and planning workshops	No. of DA-GAD meeting attended - 1 DA-GAD meeting attended No. of PCAF staff attended DA-GAD meeting - 2 PCAF staff attended DA-GAD meeting	2 DA-GAD meetings attended 3 GAD PCAF staff attended	38,624.00 GAA	9,038.45 GAA	GAD-FPS	Done. Assessment were participated online.
22	Different levels of understanding on gender and development	Lack of organizational capacity to mainstream gender in the agency's PAPs	To build capacity of the organization to mainstream gender in its PAPs	GASS: General Administration and Support Services	Conduct of GAD FPS meetings	No. of meetings conducted - 11 GAD meetings conducted	7 GAD meetings conducted	69,765.00 GAA	75,456.68 GAA	GAD-FPS	Done. The increase in budget utilization is due to the inclusion of the salaries of GAD-FPS members who participated in the said meetings.
23	Different levels of understanding on gender and development	Lack of organizational capacity to mainstream gender in the agency's PAPs	To build capacity of the organization to mainstream gender in its PAPs	GASS: General Administration and Support Services	Attendance and participation to local and international GAD-related trainings/congresses/fora	No. of training/congresses attended - 3 training/congresses attended	0	190,000.00 GAA	0.00 GAA	GAD-FPS and AFMD	Not Done. Due to continued implementation of quarantine measures and activities were conducted online, hence, no fund utilization was incurred.
24	Different levels of understanding on gender and development	Lack of organizational capacity to mainstream gender in the agency's PAPs	To build capacity of the organization to mainstream gender in its PAPs	GASS: General Administration and Support Services	Conduct of and/or attendance to activities in observance of rural women's month	No. of female personnel participants - 71 female personnel-participants No. of male personnel participants - 50 male personnel-participants	0 0	96,800.00 GAA	0.00 GAA	GAD-FPS and AFMD	Not Done. Fund balance was used for the observance of 18-day Campaign to End VAW
SUB-TOTAL								11,416,950.00	5,356,766.14	GAA	
TOTAL								11,416,950.00	5,356,766.14		

Prepared By:	Approved By:	Date