

**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT  
FY 2022**

<b>Reference:</b> Endorsed GPB #2022-013317		<b>Date Endorsed:</b> Apr 11, 2022	
<b>Organization:</b> Philippine Council for Agriculture and Fisheries		<b>Organization Category:</b> National Government, Attached Agency	
<b>Organization Hierarchy:</b> Department of Agriculture, Philippine Council for Agriculture and Fisheries			
<b>Total Budget/GAA of Organization:</b>	230,362,000.00		
<b>Actual GAD Expenditure</b>	13,525,056.48	<b>Original Budget</b>	11,571,778.00
		<b>% Utilization of Budget</b>	116.88
<b>% of GAD Expenditure:</b>	5.87%		

	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
<b>CLIENT-FOCUSED ACTIVITIES</b>											
1	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: 3: 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  Percentage of AFC women recruited - At least 22% of the 7% newly recruited AFCs are women	5 women organizations invited  34% (62 out of 182) of the newly recruited AFC are women	293,696.00 GAA	326,448.73 GAA	PDD-VMS	Done. The increase in budget utilization is due to the inclusion of salaries of employees who facilitated the activities to increase women participation and membership in the AFC. 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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2	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: 3: 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	Not Done	80,000.00 GAA	0.00 GAA	PDD-VMS	Not Done. Search for Outstanding Women Leaders was not conducted as this will duplicate the DA initiative****Unexpended allocation was used to augment funds for the traveling expense of participants of GAD-related trainings and workshops for AFCs.
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: 3: Partnership Development	Conduct of Women Summit	No. of women summit conducted - 1 women summit conducted	1 women summit/dialogue conducted	423,900.00 GAA	1,151,588.85 GAA	PDD-VMS	Done. The event recognized the role of women as Catalytic Partners in Food Security, Environmental Stewardship and Nutrition during Covid 19 Pandemic. This activity was participated in by women leaders from urban and peri-urban areas nationwide, women-led organizations (CSOs and NGOs), and women officers and members of the AFCs.***Unexpended allocation for the conduct of Search for Outstanding Young Womenpreneur was used to augment funds for this activity.
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 and initiate entrepreneurial activities	PAP: 3: Partnership Development	Conduct of Search for Young Womenpreneur	No. of search for young womenpreneur conducted - 1 search for young womenpreneur conducted	Not Done	295,396.00 GAA	0.00 GAA	PDD-VMS	Not Done. This activity did not push through due to change of leadership and priorities.**Unexpended allocation was used to augment funds for the conduct of Women Summit.

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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: 3: 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	Not Done	80,000.00 GAA	0.00 GAA	PDD-VMS	Not Done. This activity did not push through due to change of leadership and priorities.**Unexpended allocation was used to augment for the conduct of Women's Summit.
6	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: 3: Partnership Development	Conduct of orientation for newly recruited AFC members	Percentage of women-participants in the orientation - At least 20% of the participants are women (an annual increase of 2% until the 50% target is reached)	60% of the participants are women	77,318.00 GAA	62,900.64 GAA	PDD-VMS	Done.
7	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 AFC monitoring and evaluation activities	To inspire and empower women in promoting gender equality in the agri and fishery sector	PAP: 2: Planning, Monitoring and Knowledge Management	Conduct of knowledge event on women empowerment	No. of knowledge event on gender development and/or women empowerment conducted - 1 knowledge event conducted	2 knowledge events on gender development and/or women empowerment conducted	150,000.00 GAA	151,538.84 GAA	PMKMD-KMS and GAD-FPS	Done.
8	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 policy making process	To inspire and empower women in promoting gender equality in the agri and fishery sector	PAP: 2: Planning, Monitoring and Knowledge Management	Development of knowledge products/collaterals featuring AFC women achievements	No. of media linkage activity organized - 1 media linkage activity organized	1 media linkage activity organized 2 knowledge products developed A. GAD Flyer - Gender Analysis of Rice Supply Chain and Analysis B. Place of advertorial in The Manila Times TV program Agri Ako D'yan! Season 5	100,000.00 GAA	175,768.23 GAA	PMKMD-KMS and GAD-FPS	Done.
9	Low level awareness on gender and development among Agricultural and Fishery Council (AFCs) officers and members	Limited of knowledge on gender and development that lead to non-consideration in tackling agri-and fisheries policy/ies issues	To increase AFCs' skills and knowledge on GAD concepts, legal mandates and other GAD-related information	PAP: 3: Partnership Development	Conduct of GAD related trainings for AFC officers and members at regions/provinces	No. of GAD-related trainings conducted - 3 GAD-related trainings for AFCs	4 GAD-related trainings conducted for AFCs	5,356,453.00 GAA	6,104,803.59 GAA	PDD-CDS	Done.

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10	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: 3: Partnership Development	Forging of partnership agreements	No. of Partnership Agreement forged with Women's Organization - 1 women organization	Partnership agreement forged with 2 women organizations	300,000.00 GAA	262,900.00 GAA	PDD-VMS	Done.
11	Low level of women's participation/representation in the conduct of agency's participatory Program/Activities/ Projects	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: 2: Planning, Monitoring and Knowledge Management	Conduct of Participatory Performance Review and Planning Workshops on Agency Plan and Budget including GAD Plan and Budget	Percentage of women participants in the performance review and planning workshops - At least 22% of AFC participants are women (annual increase of 2% until the 50% target is reached)	47% of AFC participants in the performance review and planning workshops are women	437,400.00 GAA	1,986,760.00 GAA	PMKMD-PPS	Done.
12	Low level of women's participation/representation in the conduct of agency's participatory Program/Activities/ Projects	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: 2: Planning, Monitoring and Knowledge Management	Conduct of Participatory Monitoring and Tracking Activities on agriculture and fishery programs and projects	Percentage of women in the monitoring team - At least 22% of AFC Monitoring Team are women (annual increase of 2% until the 50% target is reached)	30% of the monitoring teams are women	322,166.00 GAA	115,585.00 GAA	PMKMD-MES	Done.

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13	Slow identification of gender-related agenda to discuss gender issues in agriculture and fisheries sector and identify policy actions to resolve these	Lack of initiative from the AFCs to promote gender-related agenda during agri and fishery consultations	To encourage the AFCs to promote gender-related agenda for development of agri and fishery sector by providing incentives/awards	PAP: 3: Partnership Development	Provision of Awards for AFCs with most number of GAD-related agenda	Number of Awards/Winners Granted- 1 -Region with the Most number ofGAD related Agenda 1 - NBPC/OPPC with most number of GAD Related Agenda	Not done	120,000.00 GAA	0.00 GAA	PDD-VMS	Not Done. The provision of GAD-related awards did not push through due to the creation of Gender Equality and Social Inclusion (GESI) committee, an OPPC consultative committee, convened to tackle all GAD-related agenda to identify corresponding recommendations/action plans to address these concerns.**Unexpended allocation was used to augment funds for the traveling expense of participants of GAD-related trainings and workshops.
14	Low participation and lack of women taking leadership roles in consultative bodies' decision-making and policy-making process in the agriculture and fishery sector	Stereotyping on the roles and participation of women in the decision-making and policy-making process in the agriculture and fishery sector	To enhance equitable representation of women in the formulation, implementation, monitoring and evaluation of policies, plans, programs and projectsTo facilitate discussions and identification of possible solutions to issues affecting women in agriculture and fisheries	PAP: 1: 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 consultations/meetings conducted  No. of policy resolution/recommendation prepared - 7 policy resolution/recommendations prepared  No. of GAD-related issues identified/discussed - 2 GAD-related issues identified  Percentage of women participants in the consultations/meetings/workshops - At least 22% of stakeholders participants are women (annual increase of 2% until the 50% target is reached)	7 consultations/meetings conducted  14 policy resolutions/recommendations prepared  4 GAD-related issues identified and discussed  56% of stakeholder-participants in the consultations/meetings/workshops are women	2,230,000.00 GAA	2,395,531.80 GAA	PDCD and PDD-SMS	Done. Salaries of employees who facilitated the consultations/meetings were included in the budget utilization, consistent with the revised guidelines in the audit of GAD funds and activity in government agencies (COA Circular 2014-001).
<b>ORGANIZATION-FOCUSED ACTIVITIES</b>											

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15	Lack of organizational capacity to mainstream gender in the agency's PAPs	Different levels of understanding on gender and development	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 GAD-FPS meeting conducted - 11 GAD-FPS meetings	15 GAD-FPS meetings conducted	63,525.00 GAA	154,670.05 GAA	GAD-FPS and AFMD	Done. The increase in budget utilization is due to the inclusion of salaries of members of GAD-FPS who attended the meetings. This is consistent with the revised guidelines in the audit of GAD funds and activity in government agencies (COA Circular 2014-001).
16	Lack of organizational capacity to mainstream gender in the agency's PAPs	Different levels of understanding on gender and development	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	1 DA-GAD meeting attended	38,624.00 GAA	9,570.34 GAA	AFMD and GAD-FPS	Done. Gender and Development (GFPS) Assessment of the 1st Semester Accomplishment and Capacity Building on the Use of Gender-Fair Language in the DA held on August 22-23, 2022.
17	Lack of organizational capacity to mainstream gender in the agency's PAPs	Different levels of understanding on gender and development	To build capacity of the organization to mainstream gender in its PAPs	GASS: General Administration and Support Services	Attendance/participation to local and international GAD-related trainings/congresses/fora	No. of training/congresses attended - 3 trainings/congresses	1 dialogue/fora attended	190,000.00 GAA	11,231.42 GAA	AFMD and GAD-FPS	Done. PCAF joined the activity titled "A Dialogue and Planning Workshop on Co-Creating an Enabling Environment for Women in AVCs: Towards Promoting Transformational Partnerships and Womens Economic Empowerment (WEE), held at Novotel, Araneta Center, Cubao on October 6, 2022. The said activity was spearheaded by the Institute of Social Entrepreneurship in Asia (ISEA), together with the United Nations Women

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18	Limited knowledge and awareness on GAD-related concepts	Limited access to information on GAD-related concepts	To increase knowledge, awareness and general understanding on GAD concepts, legal mandates and other GAD-related information and activities	PAP: 2: Planning, Monitoring and Knowledge Management	Updating and maintenance of GAD corner featuring GAD mandates/laws, plans and activities including outstanding women leaders in the PCAF website and physical corner	No. of GAD Physical corner updated - 1- GAD Physical corner updated  No. of GAD corner in the PCAF website updated - 1- GAD corner in the PCAF website updated	1 Physical GAD corner updated  1 GAD corner in the PCAF website updated	20,800.00 GAA	62,039.82 GAA	PMKMD-KMS and GAD-FPS	Done. Unexpended balance from the conduct of knowledge event was used to augment funds for the updating and improvement of physical GAD corner.
19	Low level of awareness, knowledge and participation in GAD-related activities and programs	Limited knowledge on, and participation in, GAD-related activities and programs	To reinforce consciousness and sensitivity on gender issues towards developing gender-related advocacies and programs	PAP: 2: Planning, Monitoring and Knowledge Management	Conduct of film showing (with analogy)	No. of film showing activities conducted - 2 film showing	1 film showing conducted	156,250.00 GAA	115,574.93 GAA	GAD-FPS and PMKMD	Done. In partnership with Pinoy Indie Films Road Show (PIFRS), the PCAF GAD Focal Point System (GAD-FPS) organized a virtual movie screening for the independent film "Sinandomeng".**Balance was used to fund meals expense of KUD on Gender Analysis and updating/improvement of GAD corner

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20	Low level of awareness, knowledge and participation in GAD-related activities and programs	Limited knowledge on, and participation in, GAD-related activities and programs	To reinforce consciousness and sensitivity on gender issues towards developing gender-related advocacies and programs	GASS: General Administration and Support Services	Conduct of and/or attendance to activities in observance of rural women's month	No. of advocacy materials distributed - 150 advocacy materials	Not Done	150,000.00 GAA	117,484.41 GAA	AFMD and GAD-FPS	Not Done. Distribution of advocacy materials during the observance of Rural Women's Month was not facilitated instead a webinar series every Friday of October was conducted. The webinar is intended to increase awareness on the challenges faced by the rural women which include extreme poverty, food insecurity, and malnutrition. This was also designed to showcase rural womens economic empowerment and to facilitate the sharing of good practice models and innovations for sustainable development.**Salaries of employees who participated in the activity were included. This is consistent with the revised guidelines in the audit of GAD funds and activity in government agencies (COA Circular 2014-001).
21	Low level of awareness, knowledge and participation in GAD-related activities and programs	Limited knowledge on, and participation in, GAD-related activities and programs	To reinforce consciousness and sensitivity on gender issues towards developing gender-related advocacies and programs	GASS: General Administration and Support Services	Conduct of and/or attendance to activities in celebration of Women's Month	No. of advocacy materials distributed to employees - 150 advocacy materials/kit	144 advocacy materials/kit distributed	150,000.00 GAA	75,836.66 GAA	AFMD and GAD-FPS	Done.



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22	Low level of awareness, knowledge and participation in GAD-related activities and programs	Limited knowledge on, and participation in, GAD-related activities and programs	To reinforce consciousness and sensitivity on gender issues towards developing gender-related advocacies and programs	MFO: General Administration and Support Services	Conduct of and/or attendance to activities in observance of 18-Day Campaign to End VAW	No. of advocacy materials/kit provided to employees - 150 advocacy materials/kit	150 advocacy materials/kit provided	150,000.00 GAA	138,079.08 GAA	AFMD and GAD-FPS	Done.
23	Limited knowledge of GFPS and PCAF employees on Gender Mainstreaming in the agency	Different levels of understanding on gender mainstreaming and other GAD-related concepts	To increase GFPS and PCAF employees' knowledge and skills on their roles in monitoring and implementing gender mainstreaming in the agency	GASS: General Administration and Support Services	Conduct of GAD-related trainings/seminars	No. of GAD-related trainings/seminars for employees and/or GAD-FPS conducted - 2 GAD-related trainings	3 GAD-related trainings/webinars conducted for employees and GAD-FPS	386,250.00 GAA	106,744.09 GAA	AFMD and GAD-FPS	Done.
<b>SUB-TOTAL</b>								11,571,778.00	13,525,056.48	GAA	
<b>TOTAL</b>								11,571,778.00	13,525,056.48		

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