

ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT
FY 2023

Reference: Endorsed GPB #2023-014753

Date Endorsed: Mar 20, 2024

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:0.00

Actual GAD Expenditure15,013,717.65

Original Budget11,078,704.35

% Utilization of Budget135.52

% of GAD Expenditure:6.84%

	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	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: 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 campaign for increase of women organizations in the AFC at the regional/provincial level - 5 women organizations participated in the AFC campaign Percentage of AFC women recruited - At least 25% of the 7% newly recruited AFCs are women	38 women organizations invited to participate in the campaign to increase women participation in the AFC 31% of newly recruited AFCs are women	37,200.00 GA A	650,000.00 GA A	PDD-VMS	Done.It includes the Conduct of Orientation on the Guidelines on Engagement of Consultative Bodies aimed at providing information on the policies, processes, and procedures adopted by PCAF relative to the organization, structure, membership, roles, functions, activities, and other AFC related concerns, hence, the increase in actual utilization of funds.

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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: PAP: 3: Partnership Development PAP: GAD-FPS	Conduct of Women Summit	No. of women summit conducted - 1 women summit conducted to recognize women leaders	1 women summit conducted to recognize women leaders	780,000 GAA	1,266,035.00 GAA		GAD-FPS PDD-VMS	Done.This activity was participated in by women leaders from CSOs, NGOs, AFCs, women farmers, fisherfolk, and entrepreneurs to address the challenges faced by women in the agriculture and fisheries sectors within the context of climate change. Unutilized funds were reallocated to this activity. The unspent funds were from the following activities: 1. Conduct of Agricultural and Fishery Council's(AFCs) meetings/forum 2. Updating and maintenance of GAD corner in the PCAF website and physical corner 3. Attendance to GAD-related fora/Congresses 4. Rural Women's Month

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3	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: 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 conducted for AFCs (e.g. 3 Batches - Shaping Gender-Responsive Policy Advocacy and Policy Monitoring for AFCs)	4 batches of GAD-related trainings (Shaping Gender-Responsive Policy Advocacy and Policy Monitoring for AFCs) and 5 batches of Competency Advancement for Policymaking and Engagement for AFCs were conducted	4,993,491.09 GAA	5,153,884.97 GAA	PDD-CDS	Done.As part of the initiative of integrating gender-perspective in regular programs and projects of the agency, Expenses incurred in the conduct of Competency Advancement for Policymaking and Engagement for AFCs were integrated in the fund utilization. The agency encouraged women participation in all AFC capacity building activities.
4	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: PAP: 2: Planning, Monitoring and Knowledge Management	Conduct of knowledge event on women empowerment	No. of knowledge event on gender and development and/or women empowerment conducted - 3 knowledge event conducted to empower women in agri and fishery sector	3 Knowledge Unloading Day activities were conducted 1. KUD on Moca Farm 2. Webinar on Rural Women Empowerment 3. End-VAW Webinar	158,300.00 GAA	43,885.38 GAA	PMKMD-KMS and GAD-FPS	Done.Unexpended budget was used to augment the fund for the celebration of Women's Month.

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5	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: PAP: 2: Planning, Monitoring and Knowledge Management	Conduct of GAD-related learning and knowledge sharing activities and development of GAD-related knowledge product in agri and fishery sector	<p>No. of GAD-related learning and knowledge sharing activities conducted - 1 GAD-related learning and knowledge sharing activities conducted</p> <p>No. of knowledge product developed - 2 KPs developed in agri and fishery sector</p>	<p>1 GAD-related learning activities conducted (Lakbay Panayam in Cagayan Valley)</p> <p>5 KPs developed in the agri and fishery sector 2 videos and 3 articles featuring the women and men of AFCs in Cagayan Valley</p>	150,000.00 GAA	218,236.74 GAA	PMKMD-KMS and GAD-FPS	<p>Done.Unused budgetary funds were utilized to supplement the travel expenses incurred by employees who participated the Lakbay Panayam in Cagayan Valley which showcased the perspectives and aspirations of the men and women of AFCs for the agriculture and fishery sector. The videos and published stories were uploaded on the PCAF Facebook page to inspire other AFCs on the success stories focused on commitment, strategies and sheer determination of the featured AFCs and their officers.</p> <p>**Salaries of employees who participated in the activity and who worked on the development of article/featured stories were included in the budget utilization. This is consistent with the revised guidelines in the audit of GAD funds and activity in government agencies (COA Circular 2014-001).</p>

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6	Limited participation/representation of women in the implementation of agency's participatory Program/Activity/ Project (PAPs)	Gender stereotyping with men usually preferred partners for the implementation of Programs, Projects and Activities	To recognize women as viable partners for development	PAP: PAP: 3: Partnership Development	Forging of partnership agreements	No. of Partnership Agreement forged with Women's Organization - 1 partnership agreement forged with women organization	1 partnership agreement forged	155,377.00 GAA	150,000.00 GAA	PDD-VMS	Done.Partnership Agreement with Cornerstone Training and Learning Center for the implementation of Urban Garderning and Edible Lanscaping for Food Security and Sustainability Training for women specifically housekeepers and out of school youth.
7	Limited participation/representation of women in the implementation of agency's participatory Program/Activity/ Project (PAPs)	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: 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 24% of AFC participants in the performance review and planning workshops are women	54% of the participants in the performance review and planning workshops are women	600,000.00 GAA	4,963,591.00 GAA	PMKMD-PPS	Done.This includes the conduct of Participatory Performance Review and Planning Workshop in Luzon, Visayas and Mindanao as well as the conduct of Joint PCAF, NSC, and AFC Performance Review in Baguio City.
8	Limited participation/representation of women in the implementation of agency's participatory Program/Activity/ Project (PAPs)	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	MFO: 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 24% of AFC Monitoring Team are women	43% are women participants in the conduct of Participatory Monitoring and Tracking Activities	261,340.69 GAA	445,361.00 GAA	PMKMD-MES	Done.Participation of women and youth representatives in the conduct of Participatory Monitoring and Tracking Activities are encouraged as mentioned in the letter addressed to the Regional Directors. Traveling expenses incurred of women-participants were included in the fund utilization.

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9	Limited women participation in the decision-making and policy-making processes 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 projects To facilitate discussions and identification of possible solutions to issues affecting women in agriculture and fisheries	PAP: 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 to discuss GAD issues on rural women - 7 consultations/meetings conducted No. of policy resolution/recommendation prepared - 7 policy resolution/recommendations prepared Percentage of women participants in the consultations/meetings/workshops - At least 24% of stakeholders participants are women	30 consultations/meetings conducted 6 GESI Meetings conducted at the national level 25 AFC meetings with GAD Agenda at the local level were conducted 19 policy resolutions prepared and endorsed to concerned agency At the national level, at least 73% of stakeholder-participants are women while at the regional and local consultations, at least 43% of stakeholder-participants are women	2,230,000.00 GAA	866,291.50 GAA	PDCD and PDD-SMS	Done.
ORGANIZATION-FOCUSED ACTIVITIES											
10	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: GASS: General Administration and Support Services	Conduct of GAD FPS meetings	No. of GAD-FPS meeting conducted - 11 GAD-FPS meetings conducted	11 GAD-FPS meetings conducted	101,174.00 GAA	170,706.73 GAA	GAD-FPS and AFMD	Done.This includes salaries of members of GAD-FPS who attended the GFPS meetings. 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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11	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: 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/participated - 1 DA-GAD meeting attended/participated	2 DA-GAD meeting attended/participated	32,000.00 GAA2,918.00 GAA		GAD-FPS and AFMD	Done.Two (2) DA -GAD assessment and planning workshop were conducted for FY 2023 1. Virtual Consultation for Gender Mainstreaming Strategies for the Delivery of Agriculture and Fisheries Extension 2. Assessment of the Department of Agriculture's Gender and Development (GAD) Program on October 24 to October 27 at Paseo Premiere Hotel, Santa Rosa, Laguna One of the assessment were conducted virtually, hence, no incurred expenses.
12	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: GASS: General Administration and Support Services	Attendance/participation to local and international GAD-related trainings/congresses/fora	No. of local and international GAD-related training/congresses attended/participated - Participated in 3 local and international GAD-related trainings/congresses	2 local congresses attended 1. Cagayan Valley Women in Agri Congress 2. RIC Annual Convention	180,000.00 GAA48,510.09 GAA		GAD-FPS and AFMD	Done.Unexpended budget was used to augment the funds for the conduct of Women's Dialogue/Summit.

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13	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: 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 GAD Physical corner updated 1 GAD corner in the PCAF website updated	100,000.00 GAA	5,451.18 GAA	PMKMD-KMS and GAD-FPS	Done.Unused funds initially allocated for the enhancement of the physical Gender and Development (GAD) corner were reallocated to support the Women's Dialogue event.
14	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: PAP: 2: Planning, Monitoring and Knowledge Management	Conduct of film showing (with analogy)	No. of film showing activities conducted - 1 film showing conducted	1 film showing conducted	18,750.00 GAA	45,866.67 GAA	PMKMD-KMS and GAD-FPS	Done.Unutilized funds earmarked for attendance and participation in local and international Gender and Development (GAD)-related trainings, congresses, and fora were reallocated to supplement the budget for organizing a film showing. Turn on screen reader support

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15	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: 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 - 125 advocacy materials distributed	no advocacy materials were distributed	100,000.00 GAA	66,431.91 GAA	GAD-FPS and AFMD	Partially Done.Distribution of advocacy materials during the observance of Rural Women's Month was not facilitated instead a knowledge sharing activity was conducted spotlighting the remarkable achievements of an inspiring AFC woman leader in the realm of rural and agricultural development. **Salaries of employees who participated in the activity were included in the budget utilization. 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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16	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: 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 - 125 advocacy materials/kit distributed No. of winners awarded with prizes - 3 winners awarded with prizes	155 advocacy materials distributed 3 winners awarded with prizes	100,000.00 GAA	65,100.00 GAA	GAD-FPS and AFMD	Done.GAD-logo design contest was one of the activities spearheaded by GAD-FPS during the celebration of Women's Month. The winning logo is now adopted by the agency in GAD-related activities. The prizes for the winners was sourced from unexpended fund for the conduct of KUD, specifically from the budget earmarked for Other Professional Expenses
17	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: GASS: 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 distributed to employees - 125 advocacy materials/kit distributed	162 advocacy material distributed	100,000.00 GAA	63,018.00 GAA	GAD-FPS and AFMD	Done.

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18	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: 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/seminars for employees and/or GAD-FPS conducted	1 GAD-related training seminars for GFPS and PCAF Employees conducted	981,071.57 GAA	788,429.48 GAA	GAD-FPS and AFMD	Partially Done.This includes salary of personnel involved in the conduct of the GAD training consistent with the revised guidelines in the audit of GAD funds and activity in government agencies (COA Circular 2014-001). Only 1 out of the 2 targeted trainings was conducted for the year. Target GST training for newly hired employees did not push-through.
SUB-TOTAL								11,078,704.35	15,013,717.65	GAA	
TOTAL								11,078,704.35	15,013,717.65		

Prepared By:	Approved By:	Date
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