

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET  
FY 2024**

**Sequence No.:** 2024-018500

**Organization:** Philippine Fiber Industry Development Authority

**Organization Category:** National Government, Attached Agency

**Organization Hierarchy:** Department of Agriculture, Philippine Fiber Industry Development Authority

**Total Budget/GAA of Organization:** 580,239,000.00

**Total GAD Budget** 31,423,229.50 **Primary Sources** 31,423,229.50

**Other Sources** 0.00

**% of GAD Allocation:** 5.42%

	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office
	1	2	3	4	5	6	7	8	9

**CLIENT-FOCUSED ACTIVITIES**



**THIS IS TO CERTIFY THAT THIS DOCUMENT HAS BEEN REVIEWED AND ENDORSED THROUGH THE GMMS**

**GRACE AURORA F. PASTORES  
OIC, PLANNING  
DIVISION/GFPS FOCAL**

**EVELYN B. CAGASAN, MM  
OIC, EXECUTIVE DIRECTOR**



**REPORT GENERATED: 07/18/2024  
PAGE 1 OF 11**

	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office
	1	2	3	4	5	6	7	8	9
1	Lack of awareness among establishment owners and workers on gender equality principles as specified on Section 22 of Republic Act 9710 otherwise known as "Magna Carta of Women" (Decent work involves opportunities for work that are productive and fairly remunerative as family living wage, security in the workplace, and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organize, participate in the decisions that affect their lives, and equality of opportunity and treatment for all women and men).	Lack of women's right to decent workplace e.g. protection from exposure to hazardous elements during the sorting and tip cutting of fibers.	Increased awareness on GAD principles within and among the people in the trading establishments.	MFO: Regulatory Services	Conduct of economic operators' consultative forum that highlighted principles of GAD including decent workplace for women taking into consideration women's maternal support services.	Number of Stakeholders Forum/Economic Operator's Consultative Forum/ Training of Traders- 5  No. of Male and Female participants. - 275 (Male) 80 (Female)	500,000.00	GAA	Regulatory Division



	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office
	1	2	3	4	5	6	7	8	9
2	Limited opportunities for women especially in the fiber industry.	Limited access/lack of opportunity of women farmers on fiber production support services.	Increased opportunities and access of women to production support services.	MFO: Support to Operations	Conduct of stakeholders forum to include the opportunities for women on production support services.	No. of forum - 5  No. of male and female participants - 155 (Male) 95 (Female)	250,000.00	GAA	Planning Division
3	Unequal opportunities of women in agricultural programs, projects and activities e.g. in the availing of planting materials.	Majority of the farmers availing of the production support services are males.	Improved access of both women and men to planting materials.	MFO: Production Support Services	Distribution of planting materials to both women and men.	No. of male and female beneficiaries - 37 (Male) 29 (Female)	3,253,000.00	GAA	Research Division
<b>ORGANIZATION-FOCUSED ACTIVITIES</b>									
4	Republic Act No. 6949 (Women's Month Celebration Act of 1990): This law declares the month of March as National Women's Month and encourages the participation and involvement of all sectors to promote gender equality.	Lack of awareness on gender equality.	Increased awareness of employees on GAD concepts.	MFO: General Mgt. and Supervision	Conduct activities in support to the Women's Month Celebration.	No. of female and male employees participated.- 139 (Male) 138 (Female)	100,000.00	GAA	Administrative, Financial and Management Division (AFMD)



	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office
	1	2	3	4	5	6	7	8	9
5	R.A. 10398 "An Act Declaring Nov. 25 of Every Year as "National Consciousness Day for the Elimination of Violence Against Women and Children"	Problem of violence, and the elimination of all forms of violence, against women and children	Increased awareness on the problem of violence and the elimination of all forms of violence against women and children.	GASS: General Mgt. and Supervision	Participate in fora or symposia relative to ending violence against women and children.	No. of male and female employees participated.- 139 (Male) and 138 (Female)	100,000.00	GAA	Administrative, Financial and Management Division (AFMD)





	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office
	1	2	3	4	5	6	7	8	9
6	Magna Carta of Women IRR Section 37C. Creation and/or Strengthening of the GAD Focal Points. "All government departments including their attached agencies, offices, bureaus, SUCs, GOCCs, LGUs, and other government instrumentalities shall establish or strengthen their GFP System or a similar GAD mechanism to catalyze and accelerate gender mainstreaming within the agency or LGU. The head of agencies or LCEs shall sign appropriate issuances to institutionalize the creation of the GFP in their respective agencies or LGUs. The tasks and functions of the members of the GFP shall form part of their regular key result areas and shall be given due consideration in their performance evaluation."	Lack of awareness and recognition of gender equality on the agriculture and fisheries sector.	Increased awareness of top officials to include the gender issues/GAD mandates and GAD PAPs in the Agency's GAD Plan and Budget.	MFO: General Mgt. and Supervision	Orientation and refresher activity for the Top Management specifically on MCW IRR Section 37c. "Creation and/or Strengthening of the GAD Focal Points" for the establishment of policy for gender mainstreaming in PhilFIDA's PAPs and inclusion of the members of the GFPS functions to form part of their regular key results areas and shall be given due consideration in their performance evaluation.	no. of officers - 10 (Male) 8 (Female)	24,500.00	GAA	Administrative, Financial and Management Division (AFMD)



	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office
	1	2	3	4	5	6	7	8	9
7	Magna Carta of Women IRR Section 37C. Creation and/or Strengthening of the GAD Focal Points. "All government departments including their attached agencies, offices, bureaus, SUCs, GOCCs, LGUs, and other government instrumentalities shall establish or strengthen their GFP System or a similar GAD mechanism to catalyze and accelerate gender mainstreaming within the agency or LGU. The head of agencies or LCEs shall sign appropriate issuances to institutionalize the creation of the GFP in their respective agencies or LGUs. The tasks and functions of the members of the GFP shall form part of their regular key result areas and shall be given due consideration in their performance evaluation."	Lack of awareness and recognition of gender equality on the agriculture and fisheries sector.	Mainstreamed gender perspective in the policies, programs and projects.	MFO: Support to Operations	Preparation of Agency GAD Plan and Budget and GAD AR.	No. of accomplishment report - 1  No. of plan - 1	470,000.00	GAA	Planning Division Regional Offices



Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office	
1	2	3	4	5	6	7	8	9	
8	Lack of understanding of the gender equality and women's empowerment as a key to inclusive development in the country	Lack of knowledge on Magna Carta of Women and GAD concepts.	Increased awareness of employees on the Magna Carta of Women	GASS: General Mgt. and Supervision	Maintenance of GAD Section/Corner	no. of GAD corner maintained - 11	11,000.00	GAA	Administrative, Financial and Management Division (AFMD), Regional Offices I, IV, V, VI, VII, VIII, IX, X, XI, and XIII
9	Lack of knowledge of gender-based sexual harassment committed in public spaces, educational or training institutions, workplace as well as online space.	Absence of orientation on gender-based sexual harassment committed in public spaces, educational or training institutions, workplace as well as online space.	Increased understanding of the R.A. No. 11313 (Safe Spaces Act) "An Act Defining Gender-Based Sexual Harassment In Streets, Public Spaces, Online, Workplaces, and Educational or Training Institutions, Providing Protective Measures And Prescribing Penalties Therefore	GASS: General Mgt. and Supervision	Conduct of orientation on Safe Spaces Act for all employees	No. of Male and Female employees participated - 139 (Male) and 138 (Female)	100,000.00	GAA	Administrative, Financial and Management Division (AFMD)





	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office
	1	2	3	4	5	6	7	8	9
10	Lack of knowledge of PhilFIDA employees especially the newly hired employees, both in the Central and Regional Offices, on gender mainstreaming in PhilFIDA's PPAs in achieving women's empowerment and gender equality.	Absence of orientation to understand the gender-mainstreaming in PhilFIDA's PPAs.	Improved understanding of employees especially the newly hired employees, both in the Central and Regional Offices, on the gender mainstreaming in PhilFIDA's PPAs in achieving women's empowerment and gender equality.	MFO: General Mgt. and Supervision	GAD Orientation/refresher to the newly hired employees including the COS and permanent employees, both in the Central and Regional Offices.	No. of orientation conducted - 1  No. of male and female employees participated - 139 (Male) 138 (Female)	50,000.00	GAA	Administrative, Financial and Management Division (AFMD)
11	Low level awareness regarding Harmonized Gender and Development Guideline for R& D program technical staff in order to foster gender mainstreaming in the R&D flagship programs and projects	Lack of in-depth training of the Harmonized Gender and Development Guideline for R & D program technical staff in order to foster gender mainstreaming in the R & D program technical staff in order to foster gender mainstreaming in the R & D flagship programs and projects.	Increased awareness of PhilFIDA-FUTD Personnel through trainings on Harmonized Gender and Development Guideline on R & D program implementors.	MFO: Reseach and Development	Capacity building on strengthening knowledge regarding Harmonized Gender and development guideline for R&D Program.	100% of PhilFIDA-FUTD Personnel shall have increased level of knowledge and engagement on GAD programs related to Research and Development - 7 (Male) 6 (Female)	150,000.00	GAA	Fiber Utilization and Technology Division (FUTD)





Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office	
1	2	3	4	5	6	7	8	9	
12	No committee and policy to operationalize CODI	Lack of committee and initiative in formulating policy in handling sexual harassment related issues	Established rules and procedures in handling the sexual-harassment related issues.	MFO: Research and Development	Issuance of designation to compose CODI who will craft the policy to institutionalize and operationalize CODI.	No. of special Order issued reconstituting members of CODI - One (1) special Order issued reconstituting members of CODI	0.00	GAA	Fiber Utilization and Technology Division (FUTD)
13	No committee and policy to operationalize CODI	Lack of committee and initiative in formulating policy in handling sexual harassment related issues.	Established rules and procedures in handling the sexual-harassment related issues.	MFO: Research and Development	Establishment of gender-responsive public assistance desk and meeting rooms, along with associated GAD information materials for clients and guests.	No. of women established desk.- 1	120,000.00	GAA	Fiber Utilization and Technology Division (FUTD)
14	Gender-stereo typing in the fiber inspection activities e.g. misconception that male are stronger than female.	Unequal opportunities in the fiber inspection activities.	Revised guidelines in the conduct of fiber inspection activities.	MFO: Regulatory Services	Revision of guidelines in the conduct of fiber inspection training that will allow participation of female from other units and divisions of the Regional Offices and Central Office, respectively.	No. of revised guidelines - 1	0.00	GAA	Regulatory Division




	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office
	1	2	3	4	5	6	7	8	9
15	Gender-stereo typing in the fiber inspection activities e.g. misconception that male are stronger than female.	Unequal opportunities in the fiber inspection activities.	Increased number of trained female fiber inspectors.	MFO: Regulatory Services	Conduct of fiber inspector training for the men and women from other units and divisions of the Regional Offices and Central Office, respectively.	No. of male and female participants- 1 (Male)3 (Female)  No. of fiber inspector training - 1	100,000.00	GAA	Regulatory Division
<b>ATTRIBUTED PROGRAM</b>									
16					Cotton Development Project		15,147,600.00	GAA	Technical Assistance Division
17					LGU-led Planting Materials Production and Distribution for Technology Transfer		6,952,500.00	GAA	Technical Assistance Division
18					Abaca Disease Management Project (ADMP)		4,094,629.50	GAA	Technical Assistance Division
					<b>SUB-TOTAL</b>		31,423,229.50	GAA	
					<b>TOTAL GAD BUDGET</b>		31,423,229.50		



Prepared By:

  
GRACE AURORA F. PASTORES  
OIC, Planning Division/GFPS Focal

Approved By:

  
EVELYN B. CAGASAN, MM  
OIC, Executive Director

Date

07/10/2024

