

**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT  
FY 2018**

|   |                |  |               |  |  |
|---|----------------|--|---------------|--|--|
| <b>Reference:</b> Endorsed GPB #2018-006355   |                | <b>Date Endorsed:</b> Jun 26, 2018                                 |               |  |  |
| <b>Organization:</b> Philippine Center for Postharvest Development and Mechanization                                      |                | <b>Organization Category:</b> National Government, Attached Agency |               |  |  |
| <b>Organization Hierarchy:</b> Department of Agriculture, Philippine Center for Postharvest Development and Mechanization |                |  |               |  |  |
| <b>Total Budget/GAA of Organization:</b>  | 350,290,000.00 |  |               |  |  |
| <b>Actual GAD Expenditure</b>   | 26,775,003.84  | <b>Original Budget</b>   | 18,335,930.40 |  |  |
|   |                | <b>% Utilization of Budget</b>                                     | 146.02        |  |  |
| <b>% of GAD Expenditure:</b>  | 7.64%          |  |               |  |  |

|                                  | 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                                | Lack of/Limited women-friendly equipment/machines for harvesting agricultural commodities and other post-production operations. | Abaca fiber processing is a women-dominated activity. Difficulty in harvesting and post-harvest and processing operations of abaca will be lessened and easier for women with the development of women-friendly equipment and technologies. | To ensure availability of women-friendly equipment & technologies for post-production processing operations of agricultural commodities. | MFO: R and D on Agricultural Mechanization         | Establishment of abaca fiber primary processing system for women-farmers in North Cotabato.                          | An appropriate abaca processing technology for women farmer processors in Kidapawan City to be established. - Modernized village-level abaca processing center equipped with machines and facilities that can be operated by women is established. | -Set of drawings and lay-out for fabrication of the processing machines in the first quarter of 2018.-Identified fabricator for the fabrication of abaca stripping machine. Served quotation during the market survey conducted last October 16-19, 2018 at Davao City, Davao Del Norte and Kidapawan City.-Served Job Order for the start of fabrication of Abaca Stripping Machine. (November 13, 2018).-Fabrication and assembly of mechanical components of abaca fiber processing machines.-Visited fabricator and monitoring of status of fabrication of abaca stripping machine. (November 20-23, 2018),(December 3-5, 2018).-Transport and delivery of abaca stripping machine from Davao City to Kidapawan City.(December 18-20, 2018).-Served payment for the completion of assembly for the abaca stripping machine.(December 18-20, 2018) | 900,000.00 GAA  | 1,513,925.28 GAA                         | Agricultural Mechanization Division                     | Partially Done. Variance in the budget due to the salary of permanent staff who worked in this project. |
| 2                                | Poor income of rural women  | Rural women have limited knowledge on improving the efficiency and increasing value of agricultural produce.  | To improve the knowledge and skills of rural women on efficiency, increasing income and increasing value of agricultural produce.        | MFO: R and D on Postharvest Technology Development | Participation of women in pilot testing of 12-row onion seeder in production areas practicing direct seeding method. | Number of women participants in the pilot testing. - 9 women participated in the pilot testing.<br><br>Number of pilot testing sites. - 10 pilot testing sites.  | 9 women (wife of 9 male-farmer cooperators), participated in the pilot testing.In onion farming households, women has decision on the procurement and access to agricultural supplies (e.g. Onion Seed, Fertilizer)<br><br>Number of testing site monitored1 site in Rizal, Nueva Ecija. 2 sites in Moncada, Tarlac.2 sites in Bayambang,Pangasinan and 1 site in Bautista, Pangasinan1 site in San Jose, Occidental Mindoro and 2 sites in Magsaysay, Occidental Mindoro   | 951,380.10 GAA<br><br>Cost of 9 women participant in pilot testing ( Total GAD Budget/ 10 sites x 9 women) 951,380.10 GAA | 1,652,336.39 GAA<br><br>1,652,336.39 GAA | Socio-Economic and Policy Research Division<br><br>SE15 | Done. Variance in the budget due to the salary of permanent staff.                                      |

|   | 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   |
| 3 | Lack of access of women-farmers to new post-harvest technologies | Lack of access of women-farmers to new Post-harvest technologies need to be accessed by the farmers and other stakeholders in agriculture. The continuous program to create awareness must be enhanced to further increase the level of awareness of the intended beneficiaries especially the women. Mechanization as one of post-harvest technologies is not restricted to men but women as well because machines being developed and promoted are women-friendly. | To increase awareness among the women-farmers about post-harvest and mechanization through tri-media. | MFO: Extension Support, Education and Training Services (ESETS) | Production of gender-sensitive print media, audio-visual media focused on the technology needs of women-farmers and Process documentation and packaging of PHilMech success stories. | Production of gender-sensitive success stories. - 1 Aniham Magazine target for production of gender-sensitive success stories.<br><br>Number of gender-sensitive publications to be produced. - Four (4) target gender-sensitive publications produced. (PHilMech newsletter, annual report, leaflet and infokit),<br><br>Gender-sensitive videos to be produced. - One (1) gender-sensitive PHilMech corporate video produced. | Printing and Binding of gender-sensitive success stories. For August, the Aniham Magazine with the theme on Climate Change was packaged. 510 copies of Coffee Table Book, gender sensitive success stories (MCSTD, Cashew Nut Processing System, Coffee Processing System, Soybean Postharvest and Processing System) have been produced in the 3rd quarter of this year. 2,000 copies of Aniham Magazine x P 68/copy 136,000. Total GAD Budget / 510 copies of Coffee Table Book x 10 copies reproduced through printing/binding (116 pages). 2,348,000/510 x 10 46,039.216<br><br>Printing and Binding of gender-sensitive publication: PHilMech Newsletter (5,000 copies/issues) 10,000 copies were reproduced for the 1st and 2nd 10,000 copies in the 3rd and 4th Quarter of the year 2018. 10,000 printed copies x P20.50/copy 205,000.00. 10,000 printed copies x P18/copy 180,000.00. Printing and Binding of gender-sensitive 1000 copies Annual Report were reproduced on the 2nd Quarter of this year. 1000 copies x P148/copy 148,000.00. Printing and Binding of gender-sensitive 2,000 copies of PHilMech Infokit were reproduced on the 2nd quarter of 2018. 2,000 copies (Corporate Folder with pocket for leaflet and newsletter x P35.20/copy 70,400.00. Printing and Binding of gender-sensitive 5000 copies, PHilMech leaflet/Technology Leaflets were reproduced on the 1st quarter, 2018. 25,000 printed copies x P4.00/copy 100,000.00<br><br>Gender-sensitive technology video (Postproduction services). Production outputs: 100 DVDs with disc case and personal label. 50,255. Gender-sensitive technology video testimonials from the Techno Adopters (Luzon, Visayas and Mindanao). Production outputs: 15 DVD/CDs with disc case and personal label. 12,255. | 2,348,000.00 GAA<br><br>Printing and binding of gender-sensitive publication (PHilMech leaflet 5,000 copies x 10) 50,000.00 GAA<br><br>Printing and binding of gender-sensitive publication (PHilMech newsletter 5,000 copies x 28 X 4 issues) 70,400.00 GAA<br><br>Printing and binding of gender-sensitive publication (Annual Report 1,000 copies x P130) 130,000.00 GAA<br><br>Printing and binding of gender-sensitive success stories (Aniham Magazine, 2,000 copies x 95 x 2 issues) 380,000.00 GAA<br><br>Gender-sensitive PHilMech corporate video 125,000.00 GAA<br><br>printing and binding of gender-sensitive publication (PHilMech Infokit 1,000 copies x 45) 45,000.00 GAA | 3,808,058.69 GAA<br><br>100,000.00 GAA<br><br>385,000.00 GAA<br><br>148,000.00 GAA<br><br>182,039.22 GAA<br><br>62,510.00 GAA<br><br>70,400.00 GAA | Applied Communication Division<br><br>AC1<br><br>AC3<br><br>AC10 | Done. Variance in the budget due to the salary of permanent staff who worked in the project. |

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| 4 | Lack of access of women-farmers to new post-harvest technologies  | Women have less access to information about new post-harvest technologies and gender-friendly technologies. Communication materials produced need to make women aware that technologies developed can be useful even to them. | To increase access and level of awareness of women-farmers on the new post-harvest technologies and gender-friendly machineries / equipment. | MFO: Extension Support, Education and Training Services (ESETS) | Development support communication for women on post-harvest and mechanization technologies of PHilMech.  | Number of popularized support material to be developed and distributed. - 19 Women-farmers/client benefited on the Technology kit for women technology adopters (2,000 copies/2 issues)   | Printed and distributed materials on Gender-friendly technology. Listed below are the activities/schedule and women-farmers/client benefited the technology. Feb. 19-20, 2018 Caragan Festival Farmer's Day Celebration, Mabalacat City Hall. Total of 25 Male 15 Female 10 Aug. 21-24, 2018 17th National Vegetable Congress, Davao Convention Center, Davao City. Total 146 M71 F75 Printing and Binding of gender-sensitive Technology Kit No.1 (with inset print materials) were reproduced on the 1st quarter of 2018. 2,500 Flyers printed copies x P3.75/copy 9,375.00 2,500 Primer printed copies x P26/copy 65,000.00 2,500 Kit printed copies x P9.50/copy 23,750.00 2,500 Brochure printed copies x P5.75/copy 14,375.00. Printing and Binding of gender-sensitive Technology Kit No.2 (with inset print materials) were reproduced on the 3rd quarter of 2018. 2,500 Techno Kit No.2 (Kit, Flyers, Brochure, Primer) x P40/copy 100,000.00. April 23-25, 2018 KAMICO/PHilMech Roadshow of Modern Technologies Towards Agricultural Commodities, STIARC, Lipa, Batangas City. Total 103 M82 F21  | 1,050,000.00 GAA             | 1,736,795.31 GAA         | Applied Communication Division<br>AC4       | Done. Variance in the budget due to the salary of permanent staff.                            |
| 5 | Women entrepreneur do not have the capacity to produce and market high quality, environmentally sustainable products. | Women clients assisted by PHilMech through MCSTD-based enterprise lack social preparation and technical skills for entrepreneurship.  | To increase level of awareness in technical training/program for women clients entrepreneur in the rural communities.                        | MFO: Extension Support, Education and Training Services (ESETS) | Provision of assistance to women micro-entrepreneurs and potential entrepreneurs through the sustainable MCSTD-based enterprise. A. Conduct Business Planning. B. Coaching & Mentoring. C. Various Technical Assistance like Technical Orientation on MCSTD Recipients/Clients and Supervision of Rehabilitation of MCSTD. | Assistance to women micro-entrepreneurs. - At least 60 women-micro entrepreneurs assisted under PHilMech MCSTD-based enterprise over the total entrepreneur assisted by PHilMech.   | 29 women -micro entrepreneurs assisted. Total GAD Budget /60 WMEs x 29 WMEs assisted 600,000/60 x 29 290,000. Conducted Learning Session on Product Processing of Agriculture Commodities using the MCSTD on September 19-20, 2018 attended by 2 Women Micro Entrepreneurs (WMEs) 10 WMEs of Magkiangkang Multi-Purpose Cooperative, 7 WMEs of Palayan Rural Improvement Club with Department of Agriculture-CARAGA, LGU-Bayugan, Agusan del Sur and LGU Palayan City, Nueva Ecija. Gathered data, evaluate the progress of 3 Women Micro Entrepreneurs (WMEs) and new adopters of MCSTD in Bicol Region who participated in Learning Session on August 2017 namely Bibidibi Enterprises, Baao Nasipit RIC of Castilla, Sorsogon Napawon RIC Camote Creations Farmers and Entrep. Producers Cooperative- September 3-7, 2018. Conducted Learning Session on Greening the Gender Responsive Value Chain Analysis on July 16-17, 2018 attended by 7 Women Micro Entrepreneurs (WMEs) from Nueva Ecija, Nueva Vizcaya and Isabela. Conducted round-table discussion with Magkiangkang Multi-Purpose Cooperative, Barangay Magkiangkang, Bayugan City, Agusan del Sur and Palayan RIC, Nueva Ecija during the Learning Session on September 19-20, 2018. Conducted Market Encounter during the Learning Session visit in 3 learning sites on September 19-20, 2018. Assisted Social Laboratories in the development of training manuals and 4 IEC Materials for Parista Barangay Defense System-Multi-Purpose Cooperative. Provided technical assistance to the product label of Bakhita Herbs and Tea. | 600,000.00 GAA               | 1,095,993.41 GAA         | Enterprise Development Division<br>ED13     | Done. Variance in the budget due to the salary of permanent staff who worked in the project.  |
| 6 | Difficulty on the post-harvest and processing operations of agricultural commodities.                                 | Lack of/limited women-friendly equipment/machines for processing of rubber. Processing of rubber is currently a man-dominated activity and a gender-friendly processing technology will help increase income of women.        | To establish a gender-friendly rubber sheet processing system.   | MFO: R and D on Agricultural Mechanization                      | Establishment of rubber sheet processing system for farmers of Kidapawan City, North Cotabato that can be operated by women.   | Designed and developed a gender-friendly rubber processing technology operated for both men and women. - Modernized village-level rubber sheet processing center equipped with machines and facilities established operated for both men and women.   | Conducted site visit and inspection of area for the installation of the rubber technologies in Brgy. Singao, Kidapawan City. (October 16-19, 2018). Conduct pre-testing of fabricated PHilMech model Rubber Crepe machine in Kidapawan City. (October 16-19, 2018). Attended meeting with LGU Kidapawan re: the installation of rubber crepe machine in the identified area. (October 16-19, 2018). Planning and coordination with LGU-Kidapawan City re: installation and pre-testing of rubber crepe machine. (November 20-23, 2018). Installation and pre-testing of rubber crepe machine at Brgy. Singao, Kidapawan City. (December 3-5, 2018).   | 952,661.00 GAA               | 1,911,307.68 GAA         | Agricultural Mechanization Division<br>AM21 | Done. Variance in the budget due to the salary of permanent staff who worked in this project. |
| 7 | Difficulty in shelling harvested mungbean and groundnut.  | Lack of/limited women-friendly equipment/machines for shelling harvested mungbean and groundnut which is a woman-dominated post-harvest activity.   | Design and develop a sheller for mungbean and groundnut for women-farmers.   | MFO: R and D on Agricultural Mechanization                      | Design and development of mungbean sheller and groundnut sheller for women-farmers.  | Designed and developed a sheller for mungbean and groundnut for women-farmers - Developed a prototype by the end of the year.   | Modification, assembly and functional testing of components. Designed and Fabricated final unit of mungbean sheller.  | 875,000.00 GAA               | 1,527,853.49 GAA         | Agricultural Mechanization Division<br>AM26 | Done. Variance in the budget due to the salary of permanent staff who worked in this project. |
| 8 | Poor skills of women-farmers in entrepreneurship.   | Women coffee entrepreneurs lack the formal training to develop technical skills.  | To enhance technical skills and improve the income of women coffee farmers.  | MFO: Extension Support, Education and Training Services (ESETS) | Improving competitiveness of farm-based coffee enterprise models for rural women coffee entrepreneurs through mentoring and skills-training.   | Coffee processing enterprise models of rural women to be established. - Rural women's coffee processing enterprise models established in 4 locations. * Training's to be conducted. A. Workshop about leadership, values orientation. B. Learning session about operationalization. C. Product development. | Monitoring and data gathering in the Km 7 Farmers Producers Cooperative on April 5, 2018. Assisted the AMAD/PRDP CARAGA for the coffee project on May 5, 2018. Conducted "Workshop in CBCPE Operationalization with Leadership and Values Orientation on May 3-4, 2018 in partnership with DA-CAR-HVCDP. Conduct of Learning session in the operationalization with Leadership and Values Development on August 1-2, 2018 in partnership with DA-R4A- HVCDP participated by 8 enterprise from the province of Cavite, Batangas and Quezon. Conduct Coffee Expo 2018 and Annual Project Assessment on October 8-9, 2018. Conduct Inter-Agency Learning Session on October 10, 2018 at Sagada, Mt. Province. Conduct monitoring to the radiation sites at Region 4A on October 20, 2018 at Laguna Area.   | 1,085,500.00 GAA             | 790,543.06 GAA           | Enterprise Development Division             | Done. On-going project.   |

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| 9                                      | Limited knowledge among women-farmers & stakeholders on agricultural post-harvest technologies.                       | Training modules for post-harvest & mechanization were attended mostly by men. Training modules must also be designed to fit women-farmers and stakeholders. | To increase the level of knowledge of women-stakeholders on post-harvest technologies & women-friendly equipment.<br><br>To ensure women's participation on training's about new post harvest technologies and equipment. | MFO: Extension Support, Education and Training Services (ESETS) | A.Developed gender-responsive training modules. B.Issuance of an office policy that all invitation for trainings should purposively include women participants. C.Conduct gender-responsive trainings/conference for women-farmers and stakeholders. | Conduct gender-responsive trainings/conference for women-farmers and stakeholders. - Conduct gender-responsive-Number of gender-responsive training conducted for women stakeholders (1 for Academe, 1 for DA-Reg'l Field Offices and LGUs, 1 Techno-Talakayan for post-harvest and mechanization for farmers (50:50 attendance ratio).<br><br>Office policy on purposive invitation for women. - 1 office policy formulated.<br><br>Developed gender-responsive training modules. - 2 modules developed (1 for corn/rice, 1 for HVCC). | Training conducted for DA-Regional Field Offices and LGU and Techno-Talakayan.Training Course on Mechanization and Postharvest Technologies for Cacao,Butuan City, Agusan del NorteTotal: 48Male: 31Female: 17Training on Repair and Maintenance of Small Farm Engines/Motorcycle NCII, March 12-19, 2018.Male 28Female 3Total no. of participants 31Technical Conference on the Agricultural Mechanization and Postharvest Technologies, The VIP Hotel, Cagayan De Oro City.March 13-15, 2018Total no of pax 68Male 35Female 33Assessment Meeting/Workshop of the Trained Participants of The Technical Conference on the Agricultural Mechanization and Postharvest Technologies, Deluxe Hotel, Cagayan de Oro city, March 14-15, 2018Total no. of pax 15Male 13Female2Skills Training Course on the Performance Testing and Evaluation of PHilMech Corn and Cassava Technologies, PHilMech, Science City of Muñoz, Nueva Ecija, April 10-13, 2018.Total no. of pax 25Male 16Female 9Trainers Methodology Level 1, March 26- April 8, 2018, PHilMech, Science City of Muoz, Nueva EcijaTotal no. of Pax 15Male 12Female 3Training on the Repair and Maintenance of Small Farm Engines/Motorcycles NC II, PHilMech, Science City of Muoz, Nueva Ecija, April 16-23, 2018.Total no. of pax 21Male 17Female 4Resource Person Development Course on Mechanization and Postharvest Technologies for Coffee, Eurotel-Baguio, Baguio City, Benguet, Total no. of pax 26Male 15Female 11Resource Person Development Course on the Mechanization of Rice Crop Establishment, Reyna's Haven and Garden's, Tagbilaran City, Bohol, June 25-29, 2018.Total no. of pax 21Male18Female 3Skills Training on the Operation, Maintenance and Performance Testing of PHilMech Technologies for Corn and Cassava, Dumaguete city, August 28-31, 2018Total no. of pax 29Male 26Female 3Technical Conference on Agricultural Mechanization and Postharvest Technologies, PHilMech, September 11-14, 2018.Total no. of pax 33Male 20Female 13Training Course on the Operation and Maintenance of Selected Agricultural Machineries on Rice Mechanization and Postharvest in dipolog City, September 17-21, 2018. Total no. of pax 40Male 39Female 1Resource Person Development Course on Mechanization nad Postharvest Technologies for Corn and Cassava, September 27-28, 2018.Total no. of pax 22Male 10Female 4Assessment Meeting/Workshop of the Trained Participants on Training on the Repair, Operation and Maintenance of Small Farm Engines/Motorcycles NCII, October 30, 2018.Executive Lounge, PHilMech, Science City of Muoz, Nueva EcijaTotal no. of pax 14Male 7Female7<br><br>Office Training letter invitation both male/menand female/women are invited on agricultural mechanization and post-harvest technologies of the different commodity priority.<br><br>Developed gender responsive training modulesfor (1) corn and rice, and (2) high value commercial crop. The mandate of PHilMech under the MCW was included in the modules to highlight role of women in postharvest and commodity value chain. | cost for women only 366,000.00 GAA<br><br>1,798,000.00 GAA<br><br>2,164,000.00 GAA | 1,927,282.26 GAA<br><br>1,794,575.91 GAA<br><br>1,680,097.88 GAA | Technology Management and Training Division | Done. Variance in the budget due to the salary of permanent staff who worked in the project. |
| 10                                     | Difficulty in post-harvest operations of agricultural commodities.  | Lack of/Limited women-friendly equipment/machines for village-level drying technologies.   | To develop an improved women-friendly village-level corn drying technologies.   | MFO: R and D on Agricultural Mechanization                      | Development of an improved village-level corn drying technologies that can be operated by women users.   | Designed an improved corn dryer for village-level. - Fabricated a prototype.  | Design and improved fabricated village-level corn drying prototype.Transfer and installation of the corn dryer to project site.Testing of the prototype dryer.   | 853,140.00 GAA   | 1,363,433.79 GAA   | Agricultural Mechanization Division         | Done. Variance in the budget due to the salary of permanent staff.                           |
| 11                                     | Women-farmers less access on agricultural post-harvest technology and participation in the post-production operation. | Insufficient information on the role and participation of men and women in the post-production operation.  | To establish and analyse a gender-responsive value chain analysis.  | MFO: MFO: R and D on Post-Harvest Technology Development        | Post-production Assessment of Corn Used for Food: A Gender-Responsive Value Chain Approach.  | Number of women clients/farmers participated in the chain. - At least 50% women corn farmers participated in the chain.   | Participation and role of women, 30% women-corn farmers participated in the chain.   | cost for women only 1,083,162.00 GAA   | 1,467,720.78 GAA   | Socio-Economic and Policy Research Division | Done. Variance in the budget due to the salary of permanent staff.                           |
| <b>ORGANIZATION-FOCUSED ACTIVITIES</b> |   |  |   |   |  |   |  |  |  |   |  |

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| 12               | Low level of awareness on GAD concerns and issues of new employees   | PHilMech hired new employees that needs to be gender-sensitized.  | To raise the level of awareness of employees on gender issues and concerns.                           | MFO: GASS                            | Conduct of Gender Sensitivity Training for New PHilMech Employees   | -Number of staff to be gender-sensitized.<br>- At least 30 for female and 20 for male employees of PHilMech to be trained on gender-sensitivity.   | As part of the 2018 National Women's Month Celebration. Gender in collaboration with the Great Women Project under Enterprise Development Division held an activity entitled Gender Awareness & Seminar Training on the Production and Processing of Mushroom on April 2, 2018. A total of 240 participants. (Male:131 Female:101) participated in the activity. As part of 2018 Women's Month Celebration conducted on March 1, 2018 in Dujali Davao Del Norte The Department of Agriculture Regional Field Office- X1 (DA- RFO-X1) , through its Gender and Development Focal Point System has been celebrating National Womens Month every March of the year. Our agency has accepted to be one of this year's hosts together with the National Meat Inspection Services (NMIS). In collaboration with Applied Communication Division, video clip presentation for PHilMech Gender-Friendly Technologies were introduced by the ACD Chief, Rodolfo Estigoy. Queries were encouraged to all participants, at the end of discussion participants are interested in MCSTD technology. (Female:40 Male:20) participated. Traveling Expenses-21,994 Food and Supplies-75,012 Other Supplies-1,660 Rental (Motor Vehicle)-5,757 104,423. Honorarium for 1 day (Lecture and Actual Demonstration)-2,800 Food and Supplies-4,6807,480 | 300,000.00<br>GAA            | 991,375.55<br>GAA        | GFP                     | Done. Variance in the budget due to the salary of permanent staff who worked in this program. Total actual cost/expenditure stated above 858,749.95 under GAD. |
| 13               | Low level of awareness on GAD concerns and issues among PHilMech employees and GAD Focal Point System Members and new employees. | Sustainability of gender related trainings for personnel.   | To increase the knowledge of researchers in gender analysis and gender tools.                         | MFO: GASS                            | 1. Conduct of Gender Mainstreaming Evaluation Framework (GMEF) Assessment. 2. Concept and Tool Gender Analysis (e.g. Harvard Framework, GEWEF, 24-Hour Activity Profile) 3. Harmonized Gender and Development Guidelines (HGDDG) Assessments and its Application on the GPB and GAD AR Preparation. | Number of employees to be trained. - At least 25 male and 25 female researcher to trained in gender analysis at the end of 3rd quarter.  | Conducted Gender Training - Workshop on Tool Assessment & Application on November 7-9, 2018, 30 staff participated ( 24 Female and 6 Male) topics discussed includes 1. (Harvard Analytical Framework (Gender Analytical Tools, 24 Hour Activity Profile)), 2. Features of the Enhanced GMEF (GAD Mainstreaming Levels), GAD Mainstreaming Entry Points, GMEF Descriptor Matrix (Banig), GMEF Organizational Assessment Questionnaire, GMEF Scoring Guide. 3. HGDDG Guidelines ( Features of HGDDG, Interpretation of Scores and Guidelines of Scoring. Honorarium for 3 day Training-Workshop-28,000 Food and Supplies-29,08057,080   | 250,000.00<br>GAA            | 673,854.55<br>GAA        | GFP                     | Done. Variance in the budget due to the salary of GAD Focal Person.  |
| 14               | Low level of awareness on GAD concerns and issues among GFPS members.  | GFPS members needs to be gender-sensitized.   | To raise the level of awareness among GFPS members on gender issues and concerns.                     | MFO: GASS                            | Refresher Course on the Conduct of Gender Sensitivity Training for all GFPS Members.  | Number of staff to be gender-sensitized. - 12 GFPS members has increased awareness on gender inequalities among women and men.   | Conducted Gender Sensitivity Training on November 7 -9, 2018 and 30 staff participated including the GAD Focal Point System members had already increased awareness on gender inequalities among women and men through sustainable development goals and the law of Magna Carta of Women. Honorarium for 3 day Training Workshop-28,000 Food and Supplies-29,08057,080   | 250,000.00<br>GAA            | 0.00<br>GAA              | GFP<br>GAD              | Done. Refresher course for the GFPS members is included in the day one of Gender-Sensitivity training conducted on November 7 - 9, 2018.                       |
| 15               | Anxiety at workplace of PHilMech women and men employees who act as guardians over young children.                               | PHilMech women and men employees, who act as guardians over young children and bring their children to office during school-break hence affecting their productivity. | To enhance productivity of PHilMech women and men employees who act as guardians over young children. | MFO: GASS                            | Employees children under 5 years of age as per Executive Order 340 through the Summer Day Care Program.   | Feedback of staff with young children. - Satisfaction rating of employees who participated in the program.<br><br>Number of female and male employees benefiting from the program. - A total of 10 PHilMech employees benefited from the program, 5 female and 5 male.<br><br>Number of girls and boys enrolled in the summer day care program. - A total of 10 enrolled in the summer day care program, 5 girls and 5 boys. | Feedback of staff employees whose young children participated in the program - Excellent rating in teaching quality/ service and day care room facilities.<br><br>6 female and 2 Male employees benefited whose children enrolled in a regular basis (Morning and Afternoon Session) and 2 female staff whose children considered as daily basis (Morning Session).<br><br>Total of 11 children (6 Female and 5 male) participated in 2 months summer day care center. Recognition conducted on May 31, 2018 at the PHilMech Training Hall. Prof. Services-28,041 Labor  | 267,707.20<br>GAA            | 239,564.20<br>GAA        | AD-HRMS and GFP         | Done. Variance in the budget due to the salary of permanent staff who worked in the GAD Summer Day Care Program and GAD Day Care Teacher.                      |
| <b>SUB-TOTAL</b> |  |   |   |                                      |   |  |  | 18,335,930.40                | 26,775,003.84            | GAA                     |  |
| <b>TOTAL</b>     |  |   |   |                                      |   |  |  | 18,335,930.40                | 26,775,003.84            |                         |  |

| Prepared By:               | Approved By:                     | Date |
|----------------------------|----------------------------------|------|
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| <b>GAD Admin.Officer</b>   | <b>Director IV</b>               |      |