

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET  
FY 2019**

<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>	310,126,000.00			
<b>Total GAD Budget</b>	15,831,496.60	<b>Primary Sources</b>	15,831,496.60	
		<b>Other Sources</b>	0.00	
<b>% of GAD Allocation:</b>	5.10%			

	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
<b>CLIENT-FOCUSED ACTIVITIES</b>									

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1	Lack of access of women farmers to new postharvest technologies.	Post-harvest technologies need to be accessed by the farmers and the 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 target clientele about post-harvest and mechanization through gender sensitive print media, audio-visual media.	MFO: MFO: Extension Support, Education and Training Services (ESETS)	Production of gender-sensitive print media, audio-visual media.	<p>Number of women beneficiaries - At least 40% of women received the gender-sensitive PHilMech publications materials.</p> <p>Gender-sensitive videos to be produced. - At least 1 gender-sensitive technology video.</p> <p>Number of gender-sensitive publications to be produced.gender-sensitive publications produced - (PHilMech Newsletter, Annual Report, PHilMech leaflet and PHilMechInfokit), - PHilMech Newsletter (5,000 printed copies in the first quarter issue) and (5,000 printed copies in second quarter issue), (5,000 printed copies in third quarter issue), (10,000 printed copies in fourth quarter issue).Annual Report (1,000 printed copies in the second quarter issue).PHilMech leaflet (5,000 printed copies in the first quarter).PHilMechInfokit (2,000 printed copies in the second quarter)</p>	955,470.35	GAA	Applied Communication Division (AC1)

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2	Lack of access of women farmers to new postharvest technologies.	Women have less access to information about new post-harvest technologies and gender friendly machines.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: MFO: Extension Support, Education and Training Services (ESETS)	Process documentation and packaging of PHiIMech success stories into various gender-sensitive narrative formats.	No. of women beneficiaries of Anihan Magazine - At least 40% of women beneficiariesreceived the materials.  No. of gender-sensitive Video Documentary produced. - At least 1 Video production produced (Video documentary production P 65,000).  No.of gender-sensitive Anihan Magazine developed and distributed. - At least 1,000 published copies of Anihan Magazine and distributed.(P1,000 X P145 pesos/copiesP 145,000)  No. of women beneficiaries video documentary distributed. - At least 1 women beneficiaries received the gender-sensitive video of techno-adopters.	591,985.76	GAA	Applied Communication Division (AC10)

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3	Lack of information on the role of women in the post-harvest practices and activities of cacao and tablea processing.	The role of women in the post-harvest practices and activities of cacao and in the processing of tablea need to be established for system improvement to empower women in the industry.	To empower rural women through the improvement of the tablea processing system.  To establish the role of rural women in the post-harvest practices and activities in cacao and tablea processing.	MFO: MFO: R and D on Post-Harvest Technology Development	Gender-Responsive Value-Chain Analysis and Improvement of Tablea Processing System.	No. of testing and evaluation. - At least 2 number of testing and evaluation of developed tablea processing equipment.  No. of technology developed. - At least 1 unit prototype of tablea processing equipment fabricated.  No. of women cooperators involved in tablea processing system. - At least 2 women cooperators involved.  No. of women involved in harvesting to packaging in tablea processing. - At least 50% of women involved in tablea processing system.	415,700.00 622,000.04	GAA GAA	Bio-Process Engineering Division (BP25)  Socio-Economic and Policy Research Division (SE16)
4	Section 23 of the MCW IRR for this concerns food security and productive resources.	Women have less access to information about new post-harvest technologies and gender friendly machines. 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: MFO: Extension Support, Education and Training Services (ESETS)	Development support communication on gender-friendly post-harvest and mechanization technologies of PHiMech.	Number of women beneficiaries of the technology kit material. - At least 40% women received the materials.  Number of popularized support material to be developed and distributed - Technology kit for women technology adopters- 2,000 copies/2 issues	1,273,101.59 792,641.48	GAA GAA	Applied Communication Division (AC4)  Applied Communication Division (AC3)

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5	Section 23 of the MCW IRR. Food Security and Productive Resources.	Women clients do not have the capacity to produce the market high quality, environmentally sustainable products.	To improve the capacity of women clients assisted by PHilMech to produce and market high quality, environmentally sustainable products enhance competitiveness and sustainability of their enterprises and contribute to women economic empowerment in the rural communities.	MFO: MFO: Extension Support, Education and Training Services (ESETS)	Provision of assistance to women micro-entrepreneurs and potential entrepreneurs through the sustainable MCSTD-based enterprise. 1. Conduct Business Planning 2. Coaching and Mentoring 3. Learning Session on Good Management Practices 4. Various Technical Assistance like Technical Orientation on MCSTD users/adopters.	Number of women micro-entrepreneurs assisted under PHilMech-MCSTD based enterprise. - At least 15 women-micro entrepreneur assisted.	704,557.50	GAA	Enterprise Development Division (ED13)
6	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.	Difficulty on the post-harvest and processing operations of agricultural commodities.	To establish a gender-friendly rubber sheet processing system.	MFO: MFO: R and D	Establishment of rubber sheet processing system for farmers of Kidapawan City, North Cotabato that can be operated by women.	No. of rubber sheet processing system developed for farmers of Kidapawan City. - At least 1 developed a prototype rubber processing machine.  No. of women-farmers cooperators of rubber processing technology developed. - At least 10 women-farmers beneficiaries of rubber processing machine.	301,283.10 788,316.60	GAA GAA	Socio-Economic and Policy Research Division (SE21)  Agricultural Mechanization Division (AM21)
7	Ensure availability of skills training, business-related training, and livelihood capability programs for women potential entrepreneurs and women entrepreneurs (MCW, Sec. 26:B)	Women coffee entrepreneurs lack the formal training to develop technical skills.	To enhance technical skills and improve the income of women coffee farmers, growers and processors.	MFO: Extension Support, Education and Training Services (ESETS)	Provision of technical and entrepreneurial capability through training, coaching, mentoring, workshop, market and financial linkages.	No. of women coffee enterprise/farmer/grower/processor assisted in the capacity building activities (Technical training, operation and maintenance of equipment, business action planning workshop, entrepreneurial skill) - At least 5 women coffee enterprise/farmer/grower/processor assisted.	524,572.70	GAA	Enterprise Development Division (ED3)

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8	Lack of/limited women-friendly equipment/machines for shelling mungbean which is a woman-dominated post-harvest activity.	Difficulty in harvesting post-harvest operations of agricultural commodities.	To develop women-friendly equipment and technologies for the post-harvest operation practices for mungbean.	MFO: MFO: R and D on Agricultural Mechanization	Design and development of mungbean sheller for rural women.	No. ofmungbean sheller design and developed for rural women. - At least 1 developed a prototype sheller for mungbean.  No. of Testing and Evaluation. - At least 3 sets of data gathered in testing and evaluation.	943,768.00	GAA	Agricultural Mechanization Division (AM26)
9	Lack of/Limited women-friendly equipment/machines for harvesting agricultural commodities and other post-production operations.	Women in agriculture have role not just in the production but also in the post-production side. Difficulty in harvesting and post-harvest operations of agricultural commodities will be lessened and easier for women with the development of women-friendly equipment and technologies. Abaca fiber processing is a woman-dominated activity.	To ensure availability of women-friendly equipment and technologies for the post-production processing operations of agricultural commodities.	MFO: MFO: R and D	Establishment of abaca fiber primary processing system for farmers of North Cotabato.	No. of women farmer beneficiaries - At least 10 women beneficiaries of the technology.  No. of processing technology developed - At least 1 prototype abaca processing machine developed by the end of 2019.	300,744.29 619,778.79	GAA GAA	Socio-Economic and Policy Research Division (SE19)  Agricultural Mechanization Division (AM23)
10	Lack of machines/equipment in post-harvest processing operations by the fisherfolks.	Manual sorting is mostly done by men, hence, drudgery of work in sorting/grading and non-availability of efficient mechanical fish sorter.	To develop and design a cost-effective fish sorting machine for Milkfish.	MFO: MFO: R and D on Agricultural Mechanization.	Design and Development of Fish Sorting Machine for Milkfish.	Designed and fabricated a gender-friendly fish sorting machine by the end of the year. - At least 4 fish sorting machine prototype fabricated.	610,135.34	GAA	Agricultural Mechanization Division (AM30)

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11	Limited awareness/information the important participation of women on the post-harvest technology operation.	Training conference and seminars for post-harvest and mechanization were attended mostly by men, due to the perception that mechanization technologies are fitted to men.	To increase the level of knowledge of women-stakeholders on post-harvest technologies.  To ensure women's participation on trainings about new post harvest technologies and equipment.	MFO: MFO: Extension Support, Education and Training Services (ESETS)	1.Issuance of an office training letter invitation should purposively women participants. 2.Developed gender-responsive training module for Resource Person Development Course on Post-harvest Technologies.	No. of women participated in the Technical Conference. - At least 10 women participated.  Number of women participated in Commercialize Techno-Demo. - At least 8 women participated in batches of techno-demo.  No. of Technical Conference conducted. - At least 2 training conducted  No. of module developed for HVC (High Value Crops). - At least 2 module for HVC for coffee and Onion.  No. of Assessment and Monitoring of trained participants. - At least 1 women participants monitored.  No. of Techno-Talakayan conducted. - At least 1 training conducted.  No. of Commercialize Technology Demonstration. - At least 2 gender-friendly commercialize post-harvest technology/equipment conducted in techno-demo of this year.  No. of women participants trained in Development Courses on Post-harvest Technologies. - At least 10 women participants trained.  No. of women participated in the Techno-Talakayan. - At least 20 women participated.	1,562,864.00 2,914,874.76 1,029,284.68	GAA GAA GAA	Technology Management and Training Division (TM5)  Technology Management and Training Division (TM14)  Technology Management and Training Division (TM11)

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12	Lack of/limited gender-friendly machines and equipment for peanut that will reduce drudgery in post-harvest operations.	Manual digging, lifting and threshing is mostly done by men, due to laborious and time consuming activities.	To design and develop a groundnut digger/combine for peanut suitable for small farm-level operation.	MFO: MFO: R and D on Agricultural Mechanization	Design and Development of groundnut digger/combine for peanut.	No. of testing and field evaluation. - At least 2 number of data gathered.  No. of women cooperator. - At least 1 women cooperator/beneficiaries of peanut digger.  No. of technology developed. - At least 1 fabricated modern equipment peanut digger.	782,460.37	GAA	Agricultural Mechanization Division (AM22)
<b>ORGANIZATION-FOCUSED ACTIVITIES</b>									
13	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 the level of awareness of employees on gender issues and concerns.	MFO: MFO: GASS	Conduct Gender Sensitivity Seminar on Women Empowerment for the Celebration of National Women's Month for New PHilMech Employees.	Number of staff to be gender-sensitized. - At least 30 female and 20 male employees of PHilMech has increased awareness on gender inequalities among women and men.	18,000.00	GAA	Gender and Development (GAD)
14	Low level of awareness on gender issues and concerns among personnel.	Lack of gender-related trainings for personnel.	To increase the knowledge of researchers in gender analysis and gender tools.	MFO: GASS	Conduct Gender Mainstreaming Evaluation Framework (GMEF) Assessment and Harmonized Gender and Development Guidelines (HG DG).	Number of employees to be trained-Top management officials/senior officers and project leaders trained at the 3rd quarter. - At least 10 male ManCom Executive members/senior officers/project leaders/GFPS members participated and at least 10 female ManCom Executive members/senior officers/project leaders/GFPS members participated.	52,000.00	GAA	GAD



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15	Executive Order No. 340. Section 1. Day Care Services for the employee's children under 5 years of age.	PHilMech employees, single employees, solo parents who act as guardians over young children and solo parents bring their children to office during school-break, hence, affecting their productivity.	To enhance productivity of PHilMech employees, solo parents and single employee who act as guardians over young children.	MFO: MFO:GASS	Summer Day Care program for children of employees.	Number of female and male employees benefitting from the program. - At least 5 female and 5 male employees benefited from the program.  Feedback of staff with young children. - Satisfaction rating of employees who participated in the program.  Number of girls and boys enrolled in the Summer Day Care Program. - At least 5 girls and 5 boys enrolled in the summer day care program.	27,957.25	GAA	Gender and Development (GAD)
<b>SUB-TOTAL</b>							15,831,496.60	GAA	
<b>TOTAL GAD BUDGET</b>							15,831,496.60		

<b>Prepared By:</b>	<b>Approved By:</b>	<b>Date</b>
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