



Sugar Regulatory Administration
North Avenue, Diliman, Quezon City

2023

GENDER AND DEVELOPMENT ANNUAL ACCOMPLISHMENT REPORT



Submitted by:
GFPS Luzon and Mindanao





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Department/Division/Unit:
GENDER AND DEVELOPMENT COMMITTEE
(Luzon and Mindanao)

01

FINALIZATION OF GAD AGENDA

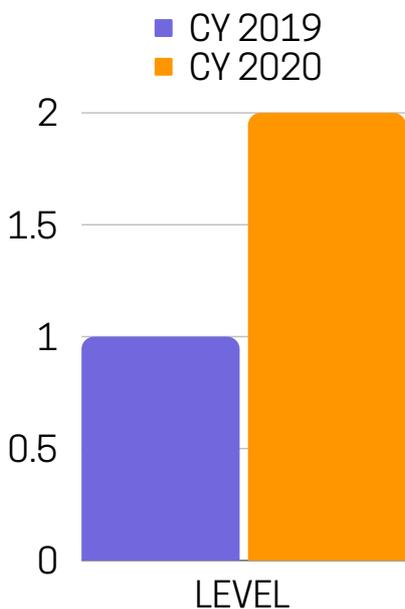
In accordance with the Magna Carta of Women (MCW) and the Philippines' commitment to achieve gender equality and women's empowerment (GEWE), the Guidelines for the Preparation of Annual GAD Plans and Budgets (GPBs) and GAD Accomplishment Reports (ARs) was issued by the Philippine Commission on Women, the National Economic and Development Authority (NEDA) and the Department of Budget and Management (DBM). The guidelines provide the procedures for the formulation, implementation, monitoring and evaluation of GAD plans and budgets of agencies and identify the setting of the GAD agenda as one of the steps in formulating the GAD plan. The GAD agenda shall be the basis for the annual formulation of programs, activities and projects (PAPs) to be included in the GPBs of agencies. It will provide agencies with direction in setting and monitoring their GAD initiatives towards the achievement of their GEWE goals.

The SRA GAD Agenda is the 6-year (2024 - 2029) term plan of the Sugar Regulatory Administration that lays out the action plans of the agency to close the gender gaps between women and men in the sugarcane industry through effective and efficient gender mainstreaming. This will serve as a guide in the formulation of the SRA's annual Gender Plan and Budget (GPB) starting in 2024 until 2029.

CONTINUATION...

The 6-year term SRA GAD Agenda is a product of the Gender Mainstreaming Evaluation Framework (GMEF) validation report conducted by the Philippine Commission on Women (PCW) from October 20 to 29, 2021 when SRA received a notable increase in the score from 27.65 baseline score to 35.1 in the updating and showed a remarkable increase in score which, in turn, also increased the overall level from level 1 in 2019 to level 2 in 2020 (Installation of Strategic Mechanisms). The SRA GAD Agenda is also an offshoot of various planning sessions attended by GAD Focal Point System (GFPS) members:

- SRA-GAD Agenda Formulation Workshop, April 9-11, 2019, Newtown Plaza Hotel, Baguio City
- SRA-GAD Focal Point System GST Module Harmonization and Assessment Workshop, August 21-22, Loiza Pavilion, Malaybalay, Bukidnon
- GAD Agenda: Formulating the GAD Strategic Framework and GAD Strategic Plan November 18, 2021 via Zoom
- Review and Finalization of SRA GAD Agenda June 13-14, 2022, SRA Social Hall, Quezon City
- SRA-GAD Trainers' Training, June 28 – 30, 2023, Microtel UP Technohub, Q.C.



“ Increased the overall level from level 1 in 2019 to level 2 in 2020. ”

CONTINUATION...

The SRA GAD Agenda recognizes the various commitments of the Philippine government to advance women's rights and eliminate gender discrimination under various gender-related laws, notably, the Philippine Plan for Gender Responsive Development (1995-2025), the Beijing Platform for Action (the resulting document from the Fourth World Conference on Women in Beijing, China in 1995 adopted by the United Nations), Women in Development and Nation Building Act (Republic Act No. 7192), Anti-Sexual Harassment Act of 1995 (Republic Act No. 7877), Anti-Violence Against Women and their Children Act of 2004 (Republic Act No. 9262), Safe Spaces Act (Republic Act No. 11313) and the Magna Carta of Women (Republic Act No. 9710).

Under Section 36 of Republic Act No. 9710, otherwise known as the Magna Carta of Women (MCW), SRA shall adopt gender mainstreaming as a strategy to promote women's rights and eliminate gender discrimination in their systems, structures, policies, programs, processes, and procedures.

“SRA shall adopt gender mainstreaming as a strategy to promote women’s rights and eliminate gender discrimination in their systems, structures, policies, programs, processes, and procedures.”

CONTINUATION...

Program/Project Objectives:

The GAD Agenda is the agency's strategic framework and plan on gender mainstreaming, and achieving women's empowerment and gender equality. It shall:

1

Serve as basis in identifying programs, activities, and projects to be undertaken to achieve the GAD goals and outcomes;

2

Provide the monitoring and evaluation (M&E) framework for assessing GAD results and outcomes that shall be the basis for strengthening the mainstreaming of a GAD perspective in the agency's operations and programs; and

3

Be formulated in a participatory, consultative and inclusive process. It shall consider the results from consultations with women target beneficiaries as well women's groups/organizations working on the sector and other concerned stakeholders, and the identified gaps resulting from gender analysis.

CONTINUATION...

Components and corresponding funding, geographic scope, target beneficiaries:

The GAD Agenda is national in scope, a two-part document consisting of the GAD Strategic Framework (GADSF) and the GAD Strategic Plan (GADSP). The GADSF outlines the agency's GAD Vision, Mission and Goals anchored on the mandate of the agency, while GADSP defines the strategic interventions, indicators, and targets to be pursued to achieve GAD goals over a period of time.

All enumerated plans, activities, and projects (PAPs) in GAD Agenda shall be funded under the Gender and Development (GAD) budget of the SRA. This GAD budget policy was first introduced through the General Appropriations Act (GAA) in 1995 as "The Women's Budget" to support with actual resources the implementation of programmes and projects on the ground, focused on gender advocacy and commitment to women's empowerment. This policy directs all government departments and agencies to allocate a minimum of five percent (5%) of their total annual budgets for gender programs, projects and activities. It has been an important feature of the annual GAA and further strengthened by the Magna Carta of Women (Republic Act No. 9710).

Implementation timeline:

- **The timeframe of the GAD Agenda is six years (2024-2029)**

Outcomes/impact (with supporting documents):

See SRA GAD Agenda for 2024-2029

Status of the Program/Activity/Project:

- **Submitted copies to the Philippine Commission on Women (PCW) and COA**

02

Observance of the National Women’s Month Celebration

The Women’s Month Celebration has since served as a venue to highlight women’s achievements and discuss continuing and emerging women’s empowerment and gender equality issues and concerns, challenges, and commitments. The celebration focuses on concrete activities that are aligned with national and international instruments and treaties such as the Convention on the Elimination of All Forms of Discrimination Against Women, the Beijing Platform for Action, the Philippine Plan for Gender-Responsive Development (1995-2025), the Framework Plan for Women, and the Sustainable Development Goals.

The passage of the following laws serves as the legal bases for the celebration of National Women’s Month:



- Proclamation No. 224 s. 1988, “Declaring the First Week of March of Every Year as Women’s Week and March 8, 1988
- Proclamation No, 227 s. 1988, “Providing for the observance of the Month of March as ‘Women’s Role in History Month”
- R.A. 6949 s. 1990, “An Act to Declare March Eight of Every Year as a Working Special Holiday to be Known as National Women’s Day”

CONTINUATION...

Program/Project Objectives:

The National Women's Month Celebration (NWMC) aims:

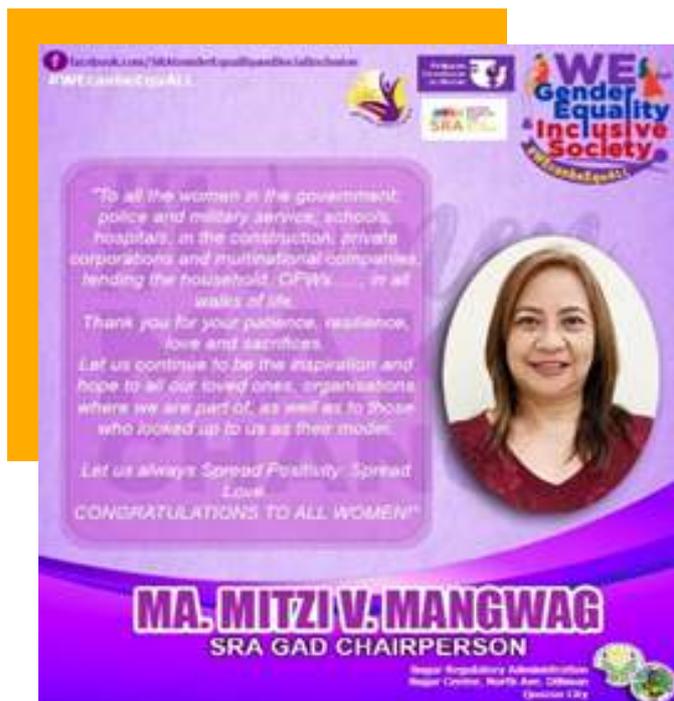
- To inform and engage women and everyone to push for gender-responsive government programs and services that empower women to contribute to nation-building;
- To further strengthen the implementation of the Magna Carta of Women toward its milestone 15th year in 2024;
- To inspire women and girls to empower themselves and take on leadership roles, opportunities, and benefits toward maximizing their full potential and enabling them to reap the fruits of gender equality;
- To promote a society that ensures inclusion, protection of fundamental freedoms, diversity, and social justice and in which every individual, each with rights and responsibilities, is capacitated and encouraged to take an active role to play.



CONTINUATION...

The observance of National Women's Month Celebration in the sugar industry is an opportunity to recognize and celebrate the contributions of women workers, farmers, and leaders in the sector. Some of the outcomes and impacts of this celebration are:

- The promotion of gender equality and women's empowerment in the sugar industry, through various programs and initiatives, such as the Gender and Development (GAD) Focal Point System, conduct of seminar on Gender-Fair Language, and Gender Sensitivity trainings.
- The enhancement of women's skills, knowledge, and capacities to participate in the decision-making, management, and development of the sugar industry, through trainings, seminars, workshops, and film showings.
- The improvement of women's access to social protection, health, education, and livelihood opportunities, through advocacy and the provision of benefits, services, and assistance by the Sugar Regulatory Administration (SRA) and other government and non-government agencies.



CONTINUATION...

Components and corresponding funding, geographic scope, target beneficiaries:

Activities	Date/Time	Venue
1) Seminar about Gender and Development (GAD) or Talk on Women Empowerment or other GAD-related topics	March 6, 2023 (Monday) Morning Session, right after flag ceremony	SRA QC – Social Hall
2) Film Showing featuring movies and stories about gender equality and social inclusion. To ensure social distancing and strict observance of minimum health protocols, films will be shown by batches.	March 6, 13, 20, and 27, 2023	SRA QC – Social Hall
3) 2023 NWMC banner of support. SRA will display the National Women’s Month Celebration banner in front of all SRA offices, and other areas and upload the digital counterpart to the SRA’s official website and social media accounts.	March 6, 2023	SRA QC – Entrance Gate and LAREC
4) Banner of support to other GAD activities such as the Girl-Child Week and the Women with Disabilities Day Celebration which is observed every fourth week of March	fourth week of March 2023	SRA QC – Entrance Gate

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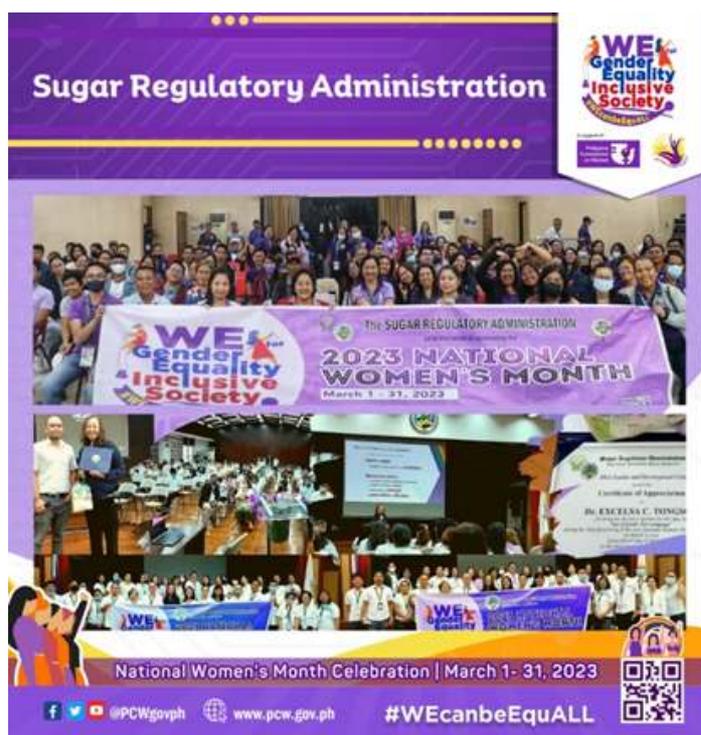
Budgetary Requirements

Particulars	Charged To/PAPCODE	Budget
1) Food (kick-off event March 6, 2022 Budget: 145.00/pax No. of Pax: 200	2309000-6-001	29,000.00
2) Honoraria for the speaker/facilitator (Women Empowerment)	2309000-6-002	5,000.00
3) Tarpaulin printing (x2 NWMC -1 SRA QC and 1 -LAREC)	2309000-6-003	2,400.00
4) Tarpaulin printing (x2 Girl Child Week and Women with Disability Day)	2309000-12-001	2,400.00
5) Food (Popcorn and bottled Juice) for Film Showing Budget: 68.00/pax No. of Pax: 200	2309000-6-004	13,600.00
6) Contingency (other supplies)	2309000-12-003	2,000.00
Total		54,400.00

Implementation timeline: Whole month of March

Outcomes/impact (with supporting documents):

The National Women’s Month Celebration in the sugar industry is a significant event that showcases the vital role of women in the sector and their potential to contribute to the inclusive and sustainable development of sugar industry the country.



CONTINUATION...

To show support for this celebration and in compliance with PCW Memorandum Circular No. 2023-01 dated February 2023 and DA Memorandum dated 2 February 2023, the SRA GFPS Luzon and Mindanao conducted the following activities:

1. Used the NWMC-themed Flag Ceremony and every Mondays of March 2023;
2. Encouraged all SRA employees and COS personnel to observe #PurpleWednesdays for the rest of March;
3. Printed a 2023 NWMC Banner of Support and displayed it in front of its office;
4. Printed the 2023 National Girl Child Week streamer and displayed it in front of its offices;
5. Printed the 19th Women with Disabilities Day streamer and displayed it in front of its offices;
6. Administered a Film Showing featuring movies and stories about gender equality and social inclusion; and
7. Conduct a Gender Fair Language Seminar



03

Observance of the Girl Child Week

The SRA expressed its support to the celebration of the 2023 Girl Child Week on March 25 to 31, 2023 through display of banner in SRA front office and uploading of the digital banner to the SRA’s website and SRA GAD Facebook page. The Girl Child Week, spearheaded by the Council for the Welfare of Children (CWC), is an observance pursuant to Presidential Proclamation No. 759, series of 1996, which declares every fourth week of March as the “Protection and Gender-Fair Treatment of the Girl Child Week.” It aims to raise awareness of and to advocate for equal opportunities and protection of all girls in the country.



In 2023, the Girl Child Week’s theme was “Strong Girls, Strong World: Protecting Girls’ Rights and Well-being in the Face of Adversity.” It was aligned with the theme of the National Women’s Month Celebration (NWMC) for 2023 to 2028, “WE for gender equality and inclusive society” that highlights fair treatment and inclusivity for all people regardless of their race, sexual orientation, class, status, and ethnicity.

The celebration focused on the issue of adolescent pregnancy and the need for collective action to address the underlying socio-economic and cultural concerns affecting it. Furthermore, the focus also aims to advocate for accessible, adequate, and appropriate interventions for teenage parents and their children.

04

Observance of the 19th Women with Disabilities Day

Pursuant to Proclamation No. 744 declaring the last Monday of March of every year as Women with Disability Day, Sugar Regulatory Administration joins the nation in the celebration of 19th Women with Disability Day. With the theme “WE for Gender Equality and Inclusive Society, the event aims to push the needs of Women with Disabilities among other marginalized groups to lead and promote societal reform geared toward their empowerment and full participation in all human endeavors.



The SRA expressed its support to the observance of the 19th Women with Disabilities Day on March 27, 2023 through display of banner in SRA front office and uploading of the digital banner to the SRA’s website and SRA GAD Facebook page.



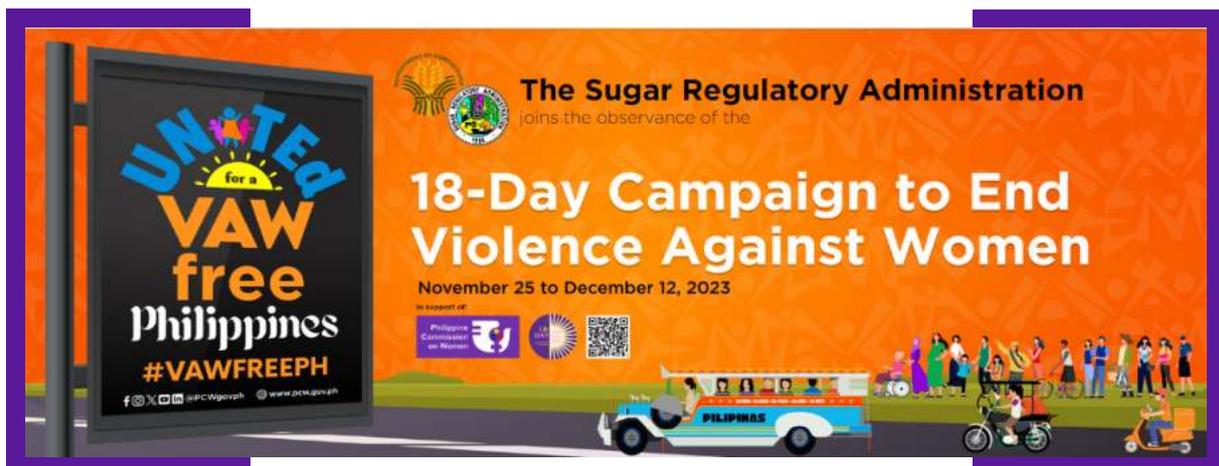
05

Observance of the 18-Day Campaign to End Violence Against Women (VAW)

The SRA joined the Philippine Commission on Women (PCW) in the observance of the 18-day Campaign To End Violence Against Women (VAW) which commenced last November 25, 2023 up to December 12, 2023. This campaign is in pursuant to Proclamation No. 1172, Series of 2006 Declaring November 25 to December 12 of Every Year as the 18-Day Campaign to End Violence Against Women (VAW)" and Republic Act No. 10398 Declaring November 25 of Every Year as the "National Consciousness Day for the Elimination of Violence Against Women and Children." Aligning the Philippine Campaign with UNITE by 2030 and sustaining the traction gained from the 2016 to 2021 theme, "VAW-Free Community Starts with Me," the Campaign focused on the recurring six-year (2022-2027) theme: "UNITEd for a VAW-free Philippines."

In support to this campaign, the SRA Gender and Development Committee adopt and carry out the following activities from PCW in line with 2023 campaign theme:

- Hanging of 2023 18-Day Campaign to End VAW official streamer
- Distribution of information education and communication (IEC) materials on Anti-VAWC or 18-Day Campaign to End VAW which include collaterals designed by PCW and agency-specific materials to raise awareness on VAW and the Safe Spaces Act.
- Use of All-Women Cast Lupang Hinirang Video and playing of videos/infomercials on VAW, anti-VAW laws, and services for survivors in Flag Ceremonies. PCW-produced videos can be downloaded from the PCW Digital GAD Library, PCW's official YouTube.



CONTINUATION...

Program/Project Objectives:

The 2023 campaign specifically aims to:

- Revisit the amendments and provide the public with updated information on laws protecting women and girls, specifically the Anti-Violence Against Women and their Children Act of 2004 (RA 9262), The Anti-Rape Law (RA 8353 as amended by RA 11648), Safe Spaces Act (RA 11313), Anti-Sexual Harassment Act of 1995 (RA 7877), and Expanded Anti-Trafficking in Persons Act of 2022 (RA 9208 as amended by RA 11862);
- Aid in disseminating information about the status of VAW in the Philippines and the results of the 2022 National Demographic and Health Survey data on VAW; and
- Gather public support for the advocacy and solicit shared insights on their level of awareness and knowledge on VAW.

Components and corresponding funding, geographic scope, target beneficiaries:

Expenses for the activities of the 18-day Campaign to End VAW were charged to the GAD Budget

Implementation timeline:

November 25 to December 12, 2023

Outcomes/impact (with supporting documents):

The 18 Day Campaign to End VAW in the sugar industry is a part of the national advocacy campaign that aims to raise awareness, prevent, and address all forms of gender-based violence in the Philippines. Some of the outcomes and impacts of this campaign in the sugar sector are:

CONTINUATION...

- The increased awareness and knowledge of women and men in the sugar industry about their rights and the laws that protect them from violence, especially the Safe Spaces Act (RA 11313) that penalizes gender-based sexual harassment in various settings.
- The improved capacity and coordination of the Sugar Regulatory Administration (SRA) to implement programs and initiatives that promote gender equality and women's empowerment, and to respond to the needs and concerns of VAW survivors and victims.
- The enhanced participation and leadership of women in the sugar industry, especially in the decision-making, management, and development processes, as well as in the advocacy and mobilization activities against VAW



In support to this campaign, the SRA GAD-FPS Luzon and Mindanao hanged the "2023 18-Day Campaign to End VAW" streamer, distributed advocacy materials such as caps. The SRA used the Prayer to End VAW and the All-Women Cast Lupang Hinirang Video during assemblies and seminars.

06

Local and International Collaborations/Attendance to Conferences

- **PARTICIPATION TO DEPARTMENT OF AGRICULTURE'S GENDER AND DEVELOPMENT PROGRAM ASSESSMENT ON OCTOBER 24 - 27, 2023 AT PASEO PREMIERE HOTEL, SANTA ROSA BUSINESS PARK, SANTA ROSA, LAGUNA**

The 3-day assessment of the Department of Agriculture's (DA) Gender and Development (GAD) Program took place at Paseo Premiere Hotel in Santa Rosa, Laguna. The assessment aimed to evaluate the progress and achievements of various DA regional offices, attached agencies, and attached government corporations in mainstreaming gender and development initiatives within their organizations. The assessment commenced with an Opening Program led by the DA GFPS Secretariat. Usec. Agnes Catherine F. Miranda, the Chairperson of DA GFPS, delivered warm welcome remarks, setting the tone for the event. The program provided a platform for participants to gain insights into the significance of gender and development (GAD) in the agricultural sector.

Various DA regional offices, attached agencies, and attached government corporations were allocated 12 minutes each to present their accomplishment reports as of September 30, 2023 (see attached SRA GAD Accomplishment Report). These presentations offered an overview of the strides made in integrating gender and development principles into their respective programs and activities. Highlighting the event, GADTimpala Awardees PhilMech and PhilRice shared their Best Practices. Their presentations not only showcased their achievements but also served as a source of inspiration for other agencies. The exemplary practices demonstrated by these awardees underscored the importance of efficiently and effectively mainstreaming gender and development in diverse organizations and industries.

Program/Project Objectives:

The Assessment of the Department of Agriculture's Gender and Development Program at Paseo Premiere Hotel, Santa Rosa Business Park, Santa Rosa, Laguna provided a platform for reflection, learning, and inspiration. The collective efforts showcased during the event reaffirm the commitment of various stakeholders to fostering gender equality and inclusivity within the agricultural sector.

CONTINUATION...

Impact of the activity/project to the organization:

- **Accomplishment Reports:** Participants gained valuable insights into the diverse efforts made by DA regional offices, attached agencies, and attached government corporations in advancing gender and development goals. The presentations shed light on the progress achieved as of September 30, 2023.
- **Best Practices:** PhilMech and PhilRice, recognized as GADTimpala Awardees shared their Best Practices. These success stories served as motivating examples for other agencies, encouraging them to enhance their commitment to gender and development initiatives.
- **Inspiration for Mainstreaming GAD:** The event successfully inspired participants to further integrate gender and development principles into their respective organizations and industries. The exchange of ideas and experiences contributed to a collective understanding of the importance of mainstreaming GAD for overall development.



• MAGNA CARTA OF WOMEN'S 14TH ANNIVERSARY CELEBRATION AND GADTIMPALA 2023 AWARDING CEREMONY

The Sugar Regulatory Administration is one with the nation in celebrating the 14th Anniversary of the Magna Carta of Women with the slogan “Strengthening and Recognizing Gender Mainstreaming Initiatives towards Gender Equality and the Empowerment of Women and Girls”, hallmarkd by the GADtimpala 2023 Awarding Ceremony held on August 14, 2023 at the Samsung Hall, SM Aura, Taguig City.

CONTINUATION...



The GADtimpala Award (Gender and Development Transformation & Institutionalization through Mainstreaming of Programs, Agenda, Linkages & Advocacies) aims to recognize the outstanding government agencies in their achievements in integrating gender mainstreaming in their planning and implementing gender-responsive programs and policies.



CONTINUATION...

Among the long list of awardees, the Commission on Audit was the sole awardee to receive both the Gold award for Outstanding Gender-Responsive Agency and the Gold award for Exemplary GAD Focal Point System, the two highest GADtimpala Award, for their dedication and commitment in promoting gender equality and women empowerment in their organization.

The President Ferdinand Marcos Jr. and the First Lady Louise Araneta-Marcos has sent their congratulatory message and praises via video to the awardees and participating agencies for serving as an inspiration to us all for their unending efforts for the empowerment of our people regardless of gender and being a reminder to continue making our nation more inclusive.

SRA-GAD, eagerly hoping that someday that we will also be able to achieve the same feats these model agencies have done towards gender equality and empowerment.

• **ATTENDANCE TO PHILIPPINE COMMISSION ON WOMEN (PCW) 2023 GAD WEBINAR SERIES**

The online GAD webinar series is the Philippine Commission on Women's (PCW) response to the mission of providing appropriate and strategic technical assistance on gender and development (GAD) to various stakeholders. Taking advantage of the shift from traditional modes of learning to innovations in information and communication technology (ICT) such as digital, mobile, and e-learning, the GAD Webinars offer an accessible, location-flexible, innovative, and informative platform to educate policymakers, public servants, gender trainers, and the general public on GAD.

The webinar sessions are designed to create awareness on gender sensitivity as well as to enhance knowledge and skills on GAD concepts, tools, and their applications to gender mainstreaming, gender analysis, GAD agenda development, and GAD planning and budgeting. These learning sessions aimed at building the GAD-related competencies of GAD Focal Point System (GFPS) members and relevant stakeholders to enable them to fulfill their roles in gender mainstreaming and in the implementation of GAD-related policies and mandates of their respective offices and organizations.

CONTINUATION...

The 2023 GAD Webinar Series primarily cater to government employees, in particular, members of the GAD Focal Point Systems (GFPS) of various government organizations such as national government agencies (NGAs), which include line departments, executive offices, attached agencies, constitutional commissions and other government instrumentalities at the central and regional offices; state universities and colleges (SUCs), government-owned and controlled corporations (GOCCs), local water districts, legislative and judiciary branches, and local government units, Members of private institutions and civil society organizations are also welcome to register in the webinar subject to the availability of slots.

The GAD Webinar is delivered through the Zoom Webinar Platform, which can accommodate up to a maximum of 1,000 participants. Successful registrants will receive the unique link to the GAD Webinar or its webinar credentials, such as Zoom Meeting ID and passcode, through the individual email addresses that they used for registration. Participants are advised to refrain from sharing the webinar credentials they received, as the webinar slots are allotted only to those who registered.

Two (2) out of six (6) webinar series offered by PCW, has attended by GFPS members of Luzon and Mindanao, the following are the list of attended and completed webinars:

1. *GAD Webinar 3: Towards A Gender-Responsive Agency: The 7 Steps in Formulating A GAD Agenda*

GAD Webinar 3 is a learning session on the development and monitoring and evaluation of the GAD Agenda, which is the basis for the annual formulation of agency GAD plans and budgets. The webinar will inform the participants on the tools and techniques for the identification and prioritization of the gender issues to be addressed over a six-year term, which is the timeframe of the GAD Agenda. The sessions will enhance knowledge and understanding of the seven (7) steps of formulating the GAD Agenda, which consists of the GAD Strategic Framework (Steps 1-5) and the GAD Strategic Plan (Steps 6-7). This webinar will also feature success stories, experiences, and lessons of government agencies that have developed and operationalized their GAD Agenda.

CONTINUATION...

Topics:

- Overview of the PCW MC 2018-04: Revised Guidelines for the Preparation of the GAD Agenda
- Steps 1-5: Formulating the GAD Strategic Framework
- Steps 6-7: Formulating the GAD Strategic Plan

Session 1: Overview of the GAD Agenda

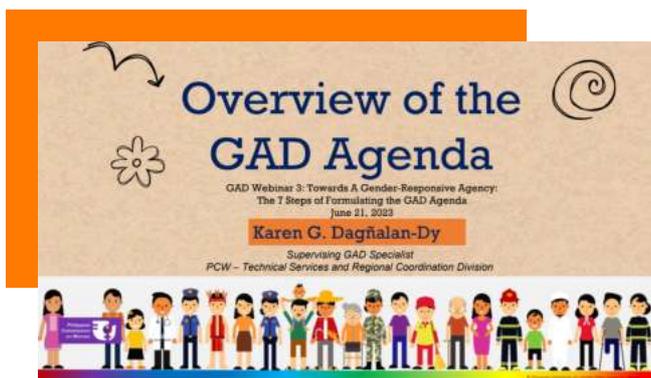
Karen G. Dagnalan-Dy, Supervising GAD Specialist
Philippine Commission on Women

Session 2: GAD Strategic Framework

Renifer R. Francisco, President
Gender Empowerment Consultancy and Advocacy Firm
Certified Member, National GAD Resource Pool Batch 4

Session 3: GAD Strategic Plan

Frances Noelle G. Escalera, Supervising Professional Regulations Officer
Professional Regulatory Commission
Certified Member, National GAD Resource Pool Batch 5



CONTINUATION...

2. GAD Webinar 4: ABNKKHGDG NA AKO?!: Gamit ng HGDG sa Pagpapaunlad ng GAD sa mga Proyekto at Programa ng Pamahalaan

GAD Webinar 4 is a learning session on the use of the Harmonized GAD Guidelines (HGDG) as a gender analysis, planning, and monitoring tool to ensure that programs and projects undertaken by donors and the Philippine government in their various stages are gender-responsive.

The webinar enabled the participants to appreciate the integration of GAD elements in the project development cycle. It demonstrate the assessment of a program and project using the HGDG tool and the application of the assessment results in the agency GAD Plan and Budget and GAD Accomplishment Report.

The webinar also show the identification of mitigating strategies to address gender gaps and to improve the gender-responsiveness of the program/project design, implementation, management, monitoring and evaluation. Selected government agencies were invited to share their experience in using the HGDG tool for mainstreaming a gender perspective in the program/project as well as for attributing a portion of the program/project funds to the GAD budget.

Topics:

- Overview of the HGDG Tool
- HGDG Design Checklists
- HGDG PIMME Checklists

Session 1: Overview of the Harmonized Gender and Development Guidelines (HGDG)

Karen G. Dagnalan-Dy

Supervising GAD Specialist

Philippine Commission on Women

Session 2: HGDG Design Checklist

Dr. Jedida L. Aquino

Independent GAD Consultant

Certified Member, National GAD Resource Pool Batch 6

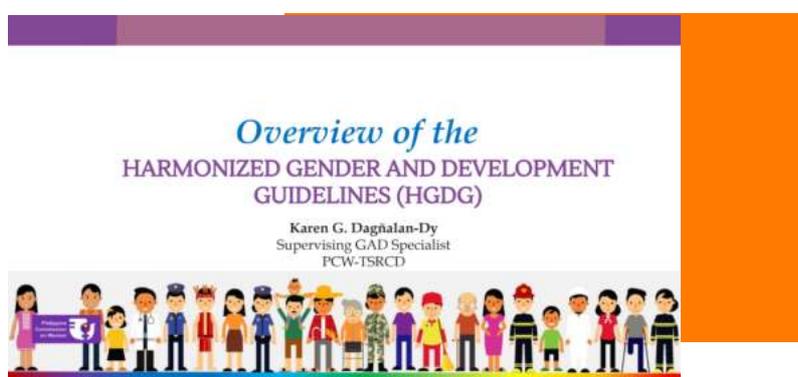
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Session 3: HGDG Project Implementation, Management, Monitoring and Evaluation (PIMME) Checklist

Ronalyn “Lynx” V. Hufancia

Independent GAD Consultant

Certified member, National GAD Resource Pool Batch 8



ABNKKHGDG NA AKO?! HGDG for Project Design

Presented by

JEDIDIA L. AQUINO, PhD
Independent GAD Consultant
National GAD Resource Program, PCW



07

Conduct of Trainings on Gender Sensitivity and Anti-VAWC/ Safe Spaces

Brief description or overview:

The conduct of trainings on gender sensitivity and anti-violence against women and safe spaces among sugar farmers, farm workers and sugar mill workers is an activity that aims to educate and empower the participants on the concepts, issues, and laws related to gender and violence against women (VAW) in the sugar industry

Program/Project Objectives:

- To enhance the participants' awareness and understanding of gender concepts, such as sex and gender, gender roles and stereotypes, gender equality and equity, and gender mainstreaming in the sugar sector.
- To enable the participants to identify and analyze the root causes and consequences of gender-based violence, especially in the workplace and public spaces, and the different forms and manifestations of VAW in the sugar industry.
- To familiarize the participants with the legal and policy frameworks that protect women and girls from violence in the sugar industry, such as the Anti-VAW and Their Children Act of 2004, the Safe Spaces Act of 2019, the Magna Carta of Women, and the Philippine Sugar Industry Development Act of 2015.
- To equip the participants with the skills and strategies to prevent and respond to VAW cases in the sugar industry, such as reporting, referral, counseling, and advocacy, and
- To promote a culture of respect, non-violence, and gender sensitivity among the sugar industry stakeholders and their respective communities.

The conduct of trainings on gender sensitivity and anti-violence against women and safe spaces is a valuable activity that can help build the capacity and commitment of the participants to address gender and violence against gender issues in their personal, occupational, and social aspects.

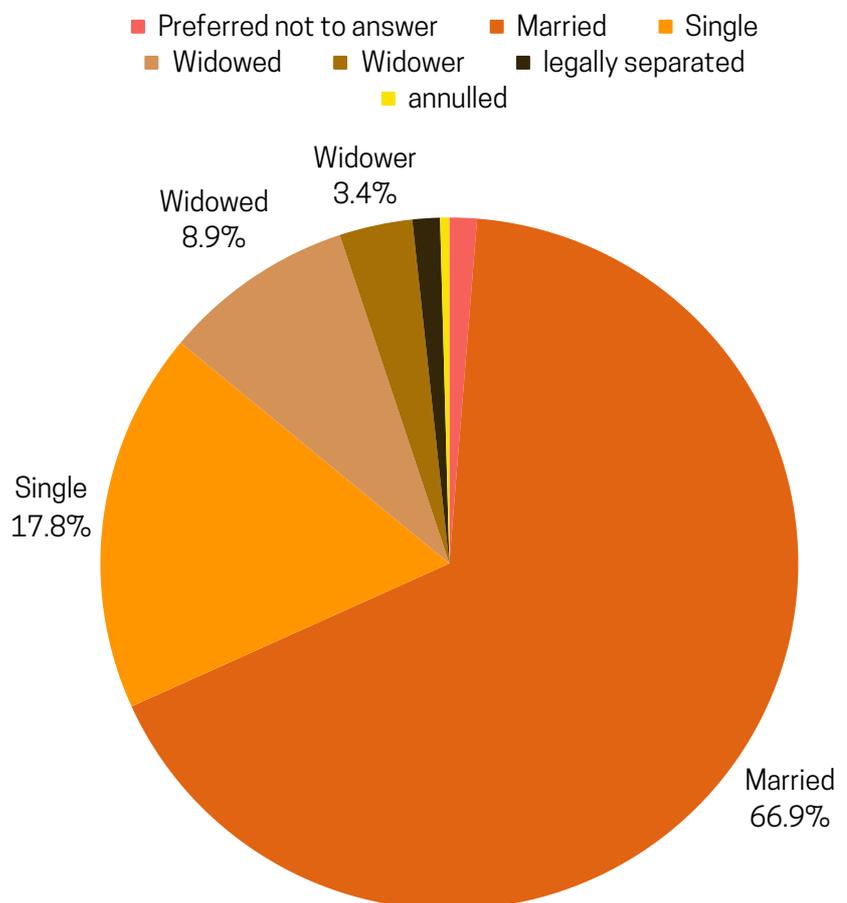
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Components and corresponding funding, geographic scope, target beneficiaries:

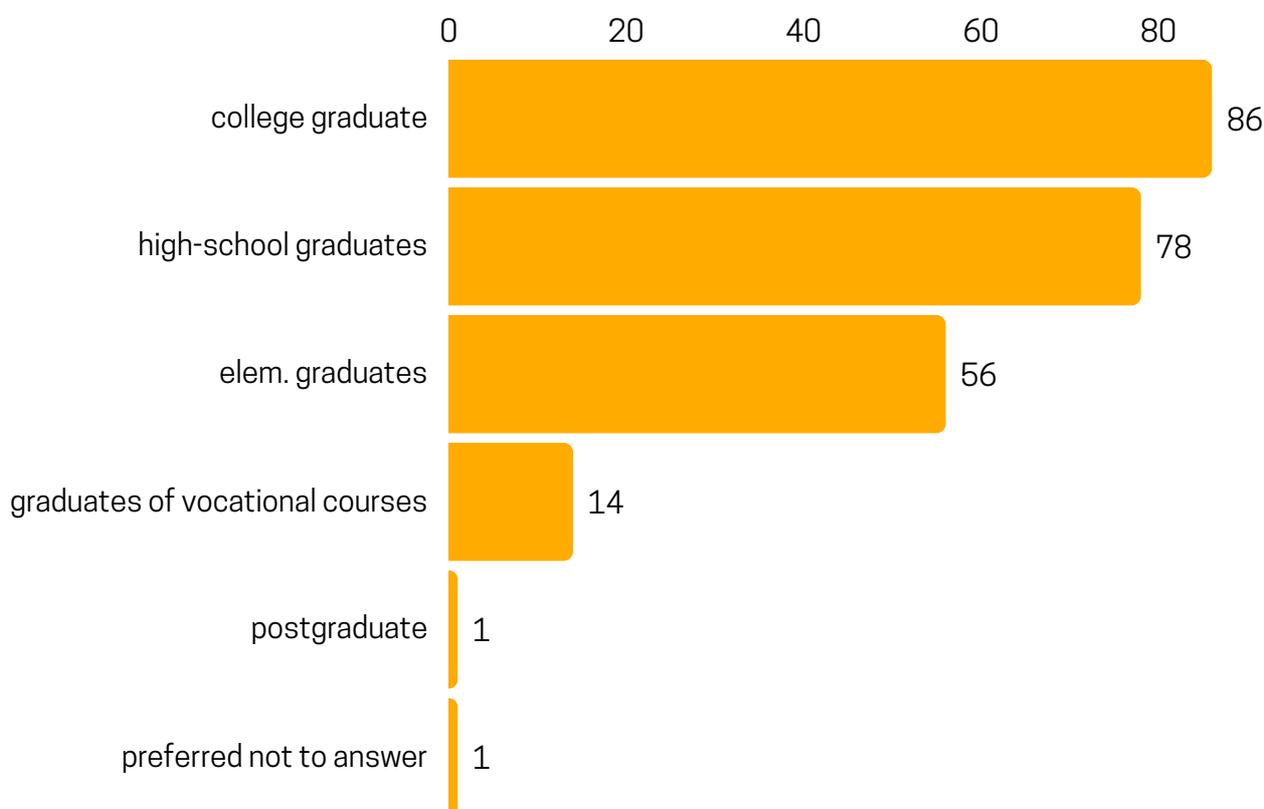
A total of **236** participants mostly farmers, farm workers, and mill workers received trainings on gender sensitivity, anti-violence against women, and safe spaces. These participants were from districts of **Carsumco, Isabela, Balayan, Tarlac, Bukidnon, and Pensusmil**. In terms of demographics:



Civil Status:
158 are married, 42 are single, 21 are women widowed, 8 are men widower, 3 are legally separated, 1 is annulled, and 3 preferred not to answer



CONTINUATION...



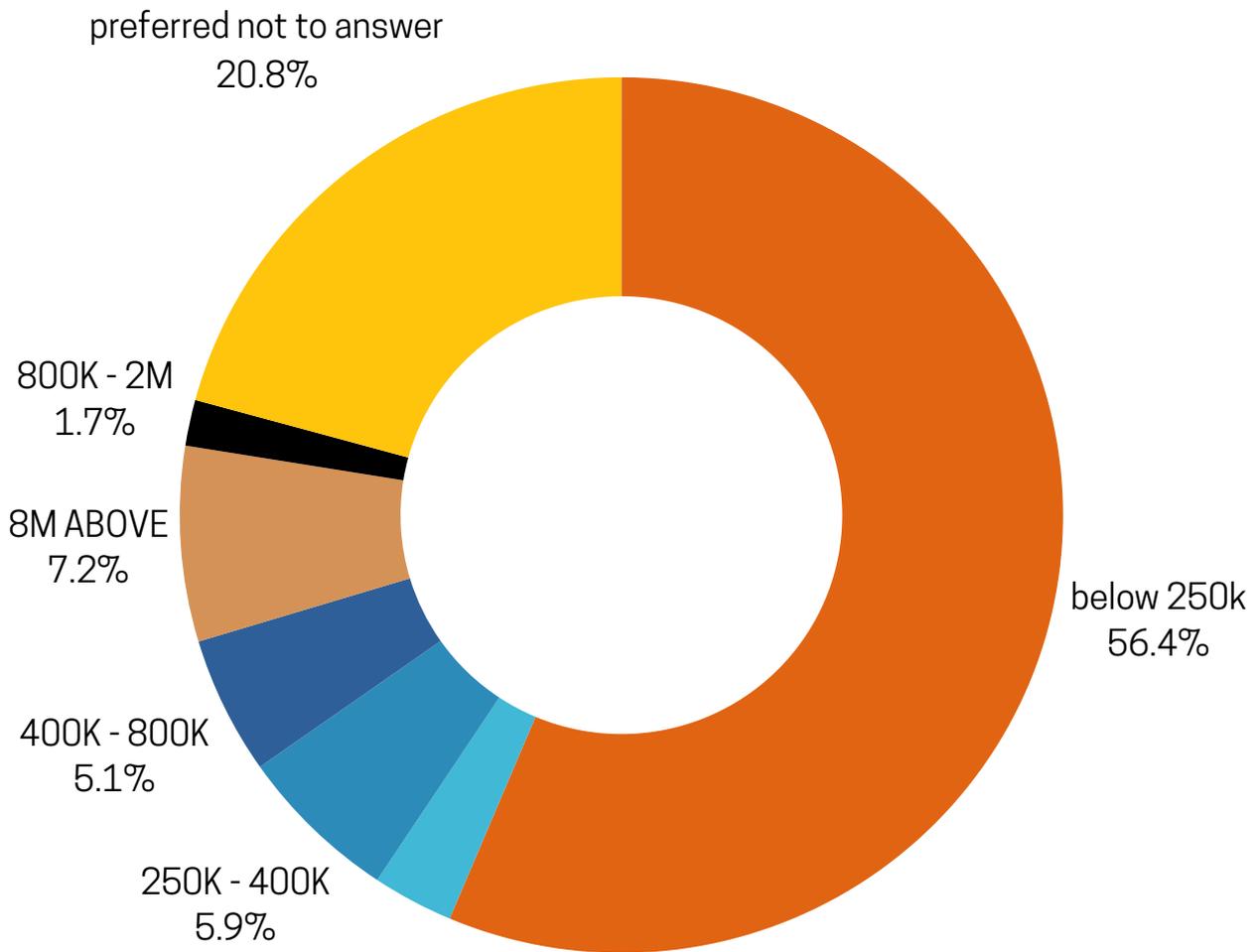
EDUCATIONAL ATTAINMENT



**Educational attainment:
86 are college graduates, 78
are high school graduates, 56
are elementary graduates, 14
are graduates of vocational
courses, 1 is postgraduate,
and 1 preferred not to answer.**

CONTINUATION...

- below 250k
- 2M - 8M
- 250K - 400K
- 400K - 800K
- 8M ABOVE
- 800K - 2M
- preferred not to answer



ANNUAL INCOME

Income	
Below P 250,000	133
P 2,000,000 - P 8,000,000	7
P 250,000 - 400,000	14
P 400,000 - 800,000	12
P 8,000,000 ABOVE	17
P 800,000 - 2,000,000	4
Preferred not to answer	49

CONTINUATION...

PHOTO DOCUMENTATION

GST, VAWC, & SAFE SPACES ACT IN CARSUMCO

October 18, 2023



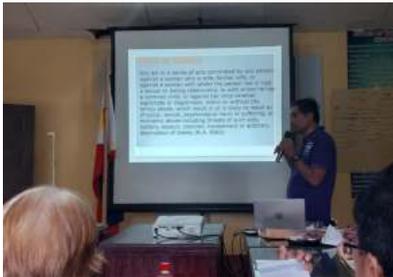
October 19, 2023



CONTINUATION...

PHOTO DOCUMENTATION

GST, VAWC, & SAFE SPACES ACT IN BUKIDNON November 08, 2023



November 09, 2023



CONTINUATION...

PHOTO DOCUMENTATION

GST, VAWC, & SAFE SPACES ACT IN BALAYAN

November 14, 2023



November 15, 2023



CONTINUATION...

PHOTO DOCUMENTATION

GST, VAWC, & SAFE SPACES ACT IN PENSUMIL

November 22, 2023



CONTINUATION...

PHOTO DOCUMENTATION

GST, VAWC, & SAFE SPACES ACT IN PENSUMIL November 23, 2023



CONTINUATION...

PHOTO DOCUMENTATION

GST, VAWC, & SAFE SPACES ACT IN TARLAC

December 20, 2023



CONTINUATION...

PHOTO DOCUMENTATION

GST, VAWC, & SAFE SPACES ACT IN TARLAC

December 21, 2023



CONTINUATION...

PHOTO DOCUMENTATION

GST, VAWC, & SAFE SPACES ACT IN ISABELA December 28, 2023



Department of Agriculture
GPS Time: Dec 28, 2023, 01:33 PM
Latitude: 16.755844
Longitude: 121.81315

CONTINUATION...

REVISED ESTIMATED EXPENSES

Budgetary Requirement for the Conduct of GST, VAWC & SAFE SPACES ACT (L&M) - 2023				
			Unit Price	Cost/Batch
CARSUMCO Mill (workers and farmers)	OCTOBER 16-20, 2023			
Inception Meetings with LGUs, MDDC, diff. Planters Association				P5,000.00
Farmer's Transportation Allowance	40	pax	P 150.00	P6,000.00
Food (farmers + MDO + MDDC/LGU & Guests)	50	(1 meal, 2 snacks)	P 400.00	P20,000.00
Supplies				P1,500.00
Travelling Expense (Training Staff + driver)	3	5 days	P1,500.00	P22,500.00
Gasoline and Toll Fees			P12,000.00	P12,000.00
Contingency				P5,000.00
			Total:	72,000.00
Tarlac = (farmers)	DECEMBER 18-22, 2023			
Inception Meetings with LGUs, MDDC, diff. Planters Association				P5,000.00
Farmer's Transportation Allowance	40	pax	P 150.00	P6,000.00
Food (farmers + MDO + MDDC/LGU & Guests)	50	(1 meal, 2 snacks)	P 400.00	P20,000.00
Supplies				P1,500.00
Travelling Expense (Training Staff + 1 driver)	4	5 days	P1,500.00	P30,000.00
Gasoline and Toll Fees			P7,000.00	P7,000.00
Contingency				P5,200.00
			Total:	74,700.00
Isabela = (farmers)	DECEMBER 26-29, 2023			
Inception Meetings with LGUs, MDDC, diff. Planters Association				P5,000.00
Farmer's Transportation Allowance	40	pax	P 150.00	P6,000.00
Food (farmers + MDO + MDDC/LGU & Guests)	50	(1 meal, 2 snacks)	P 400.00	P20,000.00
Supplies				P1,500.00

CONTINUATION...

Travelling Expense (Training Staff + 1 driver)	4	4 days	P1, 500.00	P24,000.00
Gasoline and Toll Fees			P7,000.00	P15,000.00
Contingency				P7,000.00
			Total:	78,500.00
Balayan = (farmers and mill workers)				
November 13-16, 2023				
Inception Meetings with LGUs, MDDC, diff. Planters Association				P5,000.00
Farmer's Transportation Allowance	40	pax	P 150.00	P6,000.00
Food (farmers/mill workers + MDO + MDDC/LGU & Guests)	50	(1 meal, 2 snacks)	P 400.00	P20, 000.00
Gasoline and Toll Fees			P7,000.00	P7,000.00
Supplies				P1, 500.00
Travelling Expense (Training Staff+driver)	3	5 days	P2, 200.00	P33,000.00
			Total:	72,500.00
Pensumil = (farmers and mill workers)				
November 20-24, 2023				
Inception Meetings with LGUs, MDDC, diff. Planters Association				P5, 000.00
Farmer's Transportation Allowance	40	pax	P 150.00	P6,000.00
Food (farmers/millers + MDO + MDDC/LGU & Guests)	50	(1 meal, 2 snacks)	P 400.00	P20,000.00
Supplies				P1, 500.00
Travelling Expense (Training Staff + 1 driver)	3	5 days	P1, 500.00	P22, 500.00
Gasoline and Toll Fees			P20,000.00	P20,000.00
Contingency				P5, 000.00
			Total:	P80,000.00
Bukidnon = 50 pax				
November 6-10, 2023				
Inception Meetings with LGUs, MDDC, diff. Planters Association				P5, 000.00
Farmer's Transportation Allowance	40	pax	P 150.00	P6,000.00
Van Rental Fee		5 days	P7,500.00	P37, 500.00

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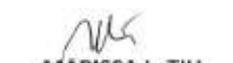
Food (farmers/millers + MDO + MDDC/LGU & Guests)	50	(1 meal, 2 snacks)	P 400.00	P20,000.00
Supplies				P1, 500.00
Travelling Expense (Training Staff)	2	5 days	P1,800.00	P18,000.00
			Total:	P88,000.00
Davao = 50 pax (Millers)				
DECEMBER 27-30, 2023				
Inception Meetings with LGUs, MDDC, diff. Planters Association				P5, 000.00
Van Rental Fee		5 days	P7,500.00	P40,000.00
Food (millers + MDO + MDDC/LGU & Guests)	50	(1 meal, 2 snacks)	P 400.00	P20, 000.00
Supplies				P1, 500.00
Travelling Expense (Training Staff)	3	2 days	P1,800.00	P10,800.00
Contingency				P7,950.00
			Total:	P85,250.00
Cotabato = 50 pax (Mill Workers)				
DECEMBER 27-30, 2023				
Inception Meetings with LGUs, MDDC, diff. Planters Association				P5, 000.00
Van Hire		5 days	P7,500.00	P40,000.00
Food (farmers/millers + MDO + MDDC/LGU & Guests)	50	(1 meal, 2 snacks)	P 400.00	P20,000.00
Supplies				P1, 500.00
Travelling Expense (Training Staff)	3	2 days	P1,500.00	P10,800.00
Contingency				P7,950.00
			Total:	P85,250.00
CHARGED TO GAD PAP CODES 2309000-02 & 2309000-03				

Grand Total: P636,200.00

Prepared By:


ARNELLO RHYS R. TINIO
 Admin Officer II (COS)

Reviewed by:


MARISSA L. TIU
 SRA GAD TWG, L & M

Approved by:


JOHN PAUL D. ANTES

Vice-Chairperson, Gender and Development - L & M

CONTINUATION...

For Individual narrative report with corresponding photos and funding requirements, please see supporting files.

Implementation timeline:

October to December, 2023

Impacts of the activity:

Some of the impacts of conducting trainings on gender sensitivity and anti-violence against women and safe spaces among sugar farmers, farm workers and sugar mill workers are:

- Increased awareness and understanding of gender concepts and issues in the sugar industry, and the legal and policy frameworks that protect women and girls from violence.
- Improved capacity and coordination of the sugar industry stakeholders to implement programs and initiatives that promote gender equality and women's empowerment, and to respond to the needs and concerns of VAW survivors and victims.
- Enhanced participation and leadership of women in the sugar industry, especially in the decision-making, management, and development processes, as well as in the advocacy and mobilization activities against VAW.
- Recognition and appreciation of the contributions and achievements of women in the sugar industry, as well as the challenges and issues they face.

These impacts can help build the capacity and commitment of the participants to address gender and VAW issues in the sugar industry and to contribute to the inclusive and sustainable development of the country.

08

Conduct of Training of Pool of Resource Speakers in SRA GAD – Luzon, Mindanao, and Visayas for Gender Sensitivity Trainings (GST) And Safe Spaces Act

Brief description or overview:

Gender Sensitivity Trainings, Safe Spaces Act, and Anti-Violence Against Women and Children (VAWC) initiatives play a vital role in promoting gender equality. By conducting training of trainers, we can equip individuals with the necessary knowledge, skills, and attitudes to effectively address gender-related issues and promote a more inclusive and equitable society.

Gender-based violence and discrimination are pervasive social issues that impact individuals, families, and communities. By conducting this program, we can ensure a broader reach in addressing these issues. Trainers can then disseminate knowledge, raise awareness, and facilitate discussions on gender sensitivity and VAWC prevention, fostering a more informed and empathetic society.

Program/Project Objectives:

1. To equip our pool of resource persons with the necessary knowledge, skills, and attitudes to effectively conduct Gender Sensitivity Trainings, Safe Spaces Act, and Anti-VAWC seminars.
2. By the end of the training, participants should be able to facilitate engaging sessions that raise awareness, promote understanding, and foster positive attitudes towards gender equality, ensuring full respect for human rights.
3. To design effective training modules/materials/visual aids, including setting learning objectives, selecting appropriate methodologies, and developing interactive sessions.

The training program consists of introduction, overview of relevant national and international laws and policies related to gender equality, VAWC and Safe Spaces Act (RA 11313). Engage participants in a case study exercise to apply legal principles in practical situations. Group discussions, case study, group dynamics, role-playing exercises, designing training modules and interactive sessions.

CONTINUATION...

BUDGETARY REQUIREMENTS:

Budget for this activity is included in the approved GAD COB for 2023

Particulars	Charge to/PAPCODE	Amount
Accommodation/Venue/Meals (For participants)		178,500.00
Tarpaulin	2309000-01/Conduct of Training of	1,500.00
Resource Speaker	pool of resource speakers in QC and	10,000.00
Training Kits/Certificates	Visayas for GST and Safe Spaces	5,000.00
Transportation allowance/TEV	Act/VAWC	50,000.00
Contingency		5,000.00
	TOTAL	250,000.00

PHOTO DOCUMENTATION:



09

Conduct of GAD Regular Coordination Meetings

Brief description or overview:

Regular Gender and Development coordination meetings aim to ensure ongoing alignment and progress towards gender equality goals. These meetings typically involve GFPS TWG members, officers, and secretariat from various departments, facilitating collaboration, sharing updates on initiatives, discussing challenges, and strategizing solutions to promote gender mainstreaming across all activities and policies.

They provide a platform for exchanging best practices, identifying gaps, and fostering a holistic approach to advancing gender equality and empowerment in the sugar industry.

Program/Project Objectives:

1. Monitor GAD Plans and Programs - Review the progress of GAD plans and programs within the Sugar Regulatory Administration to assess their effectiveness and identify areas for improvement.
2. Address Gender Issues - Discuss and address gender-related issues and concerns within the organization, including gender-based discrimination, harassment, and barriers to equal participation.
3. Capacity Building - Identify training needs and opportunities for capacity building on gender equality and GAD concepts for staff members at all levels.
4. Data Collection and Analysis - Collect and analyze gender-disaggregated data to inform decision-making processes and ensure that policies and programs are responsive to the needs of both men and women in the sugar industry.
5. Advocacy and Awareness - Advocate for gender equality and raise awareness about the importance of GAD within the Sugar Regulatory Administration and its stakeholders.
6. Evaluate Progress - Evaluate the impact of GAD initiatives and interventions to assess progress towards gender equality goals and identify areas requiring further attention or resources.

CONTINUATION...

Over-all, GAD Luzon and Mindanao have conducted a total of four (4) regular coordination meetings: *January 27, 2023, June 02, 2023, September 22, 2023 and December 05, 2023*

PHOTO DOCUMENTATION:



10

SRA GAD-CSR Year-End Assessment and Strategic Planning cum Orientation on Basic Principles of Gender Audit

Brief description or overview:

The Gender and Development Focal Point System (GFPS) and Corporate Social Responsibility (CSR) Committee jointly facilitated their Year-End Assessment and Strategic Planning Cum Orientation on Basic Principles of Gender Audit last October 25-27, 2023 at the Farmers Den, Sugarland Hotel, Araneta St., Singcang, Bacolod City. The event aimed to ensure that the organization's GAD programs and policies are effective, efficient, and responsive to the needs of women and men.

The year-end assessment is a crucial process for SRA to evaluate its performance in achieving gender equality and women's empowerment objectives. It has greatly contributed to a deeper and goal-driven analysis to identify strengths, weaknesses, opportunities, and threats in implementing GAD programs and policies. The series of seminars equipped the participants the knowledge and skills to conduct a gender audit, which is a systematic review of policies, programs, and practices to assess their impact on women and men. Overall, the event inspired and motivated the GAD-FPS and CSR Committee to work collectively towards upholding the organization's dedication to gender equality and social responsibility.

Attendance during the Preliminary Coordination Meeting:

Female:	8	=	66.67 %
Male:	4	=	33.33 %

Total:	12	=	100.00%
=====			

Attendance during the 3-day Assessment and Planning:

Female:	33	=	70.21 %
Male:	14	=	29.79 %

Total:	47	=	100.00%
=====			

CONTINUATION...

PHOTO DOCUMENTATION:

Day 1 – October 25, 2023

Preliminary Coordination Meeting

Preliminary Coordination Meeting last 25 October 2023, Wednesday, 7:30 AM at the SRA Training Center, Bacolod City, Negros Occidental



Seminar by Ms. Lorena T. Yunque, a GAD Specialist

Topic 1: Gender Impact Assessment

Topic 2: Gender Audit



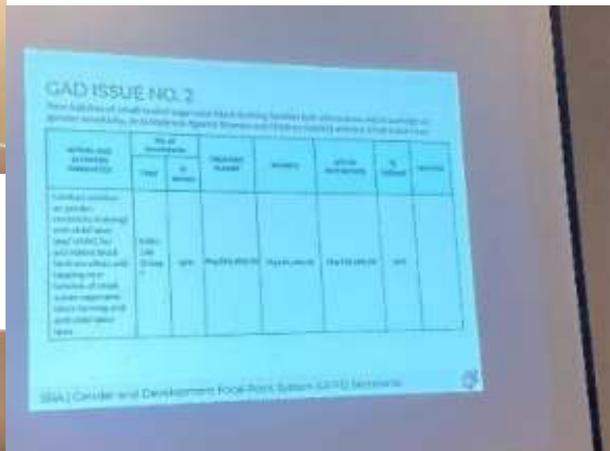
CONTINUATION...

PHOTO DOCUMENTATION:

Day 2 – October 26, 2023

Presentation of the GAD Accomplishment Reports

By Mark Allain Tizon and Kim Benzon



CONTINUATION...

PHOTO DOCUMENTATION:

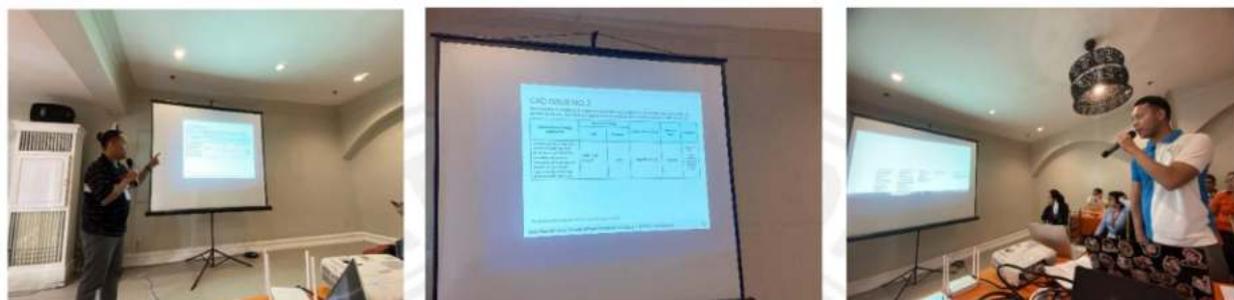
Drafting of the 2024 GAD Plan and Budget

By SRA GAD TWG



Day 3 - October 27, 2023

Presentation of the 2024 GAD Plan and Budget By Mark Allain Tizon and Kim Benzon



Message from the GAD Champion

Message from the GAD Chairperson



CONTINUATION...

PHOTO DOCUMENTATION:

**Distribution of Certificates of Participation
By BM Mitzi Mangwag, Millers' Representative, GAD Chairperson**



SRA-GAD COMMITTEE

Luzon and Mindanao



This report serves as a testament to your hard work and contributions towards building a more equitable and sustainable future. Thank you for your invaluable efforts.

Prepared by:

ANNE NESTY L. MIRA

TWG, GFPS Luzon and Mindanao/
Internal Auditor I, Internal Audit Department

Approved by:

JOHN PAUL D. ANTES

Vice-Chairperson, GFPS Luzon and Mindanao/
Sr. SPRO, Sugar Regulation and Enforcement Division