

**BP 600: ANNUAL GAD PLAN AND BUDGET**  
FY 2021

Agency : Department of Science and Technology Region 1  
Total GAA of Agency :

Office :  
TOTAL GAD BUDGET: 7,747,723.12

Gender Issue and/or GAD Mandate	Cause of the Gender Issue	GAD Result Statement / GAD Objective	Relevant Agency MFO/PAP	GAD Activity	Output Performance Indicators and Target	GAD Budget	Source of Budget	Responsible Unit or Office
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
CLIENT-FOCUSED								
Sec. 26 B - IRR of RA 9710 - DOST shall provide technology and training focused on upscaling enterprises and venturing into exports, packaging and labeling, product development and livelihood capability programs for women potential entrepreneurs and women entrepreneurs.	Women entrepreneurs, women's group and disadvantaged communities have difficulty in sustaining and upscaling enterprises due to lack of technology and trainingG.	To provide women entrepreneurs, women's group and disadvantaged communities technical assistance to sustain and upscale their enterprises.	MFO: Regional Science and Technology Services	Provision of scientific and technical assistance to MSMEs, women entrepreneurs including women's group and disadvantaged communities	Number of women entrepreneurs, women's group and disadvantaged communities trained online - <b>at least 10 women entrepreneurs, women's group and disadvantaged communities trained online</b>	250,000.00	GAA	DOST 1 GFPS, RPMO and PSTCs
					Number of online trainings provided - <b>10 online trainings provided</b>			
ORGANIZATION-FOCUSED								
Participation in the Annual Women's Month Celebration as per RA 6949 or the National Womens Month Celebration	To highlight the importance and increase awareness of DOST employees on the role of women in Science and Technology and change the conservative mindsets pertaining stereotype roles of women.	To increase awareness and participation of DOST staff and officials in the celebration of the Women's month.	MFO: General Administration and Support services.	Participate in the Online Women's Month Celebration: a PCW-led, b. DOST-led, c. In cooperation with LGU, d. Regional Cooperation	Number of activities conducted in celebration of Women's Month - <b>3 GAD activities conducted</b>	100000	GAA	DOST 1
					No. of DOST-led Women's Month Celebration activities participated online - <b>1 DOST-led Women's Month Celebration activities participated online</b>			
					No. of Women's Month Celebration activities participated online - <b>2 Women's Month Celebration participated online</b>			

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					Number of employees participated in the WMC spearheaded by the region - <b>at least 60 employees participated in the WMC spearheaded by the region</b>			
Participation in the Annual 18-Day Campaign to End Violence Against Women (VAW) as mandated in RA 10398: National Consciousness Day for the Elimination of Violence Against Women and Children	Need to continually raise the awareness of DOST employees on the vigilance of ending violence against women and children	To ensure support and active participation of DOST Officials and employees in the activities for the Annual 18-Day Campaign to End VAW	MFO: Regional Science and Technology Services	Participate in the 18-Day Campaign to End VAW as led by PCW and other activities suggested in view of the campaign like hanging of streamers and distribution of IEC materials on VAW	Number of employees attended an activity in support of the 18-Day Campaign to End VAW - <b>60 employees attended an activity in support of the 18-day Campaign to End VAW</b>  Number of activities in support of the 18-Day Campaign to End VAW participated - <b>at least 2 activities in support of the 18-day Campaign to End VAW participated</b>  Number of IEC materials on VAW produced and posted - <b>2 IEC materials (articles posted in official social media accounts) on VAW produced and posted</b>	32,500.00	GAA	DOST 1
Absence of an internal rewards and incentive system in DOST Central Office and Regional Offices to recognize and motivate GFPS members to implement gender mainstreaming activities	Lack of knowledge and appreciation of DOST employees on GAD	To enhance organizational effectiveness by using rewards and incentives in promoting gender responsiveness in the agency as provided under the Magna Carta of Women	MFO: Regional Science and Technology Service	Incorporation of rewards and incentive system to facilitate institutionalization of gender mainstreaming in DOST Central Office and Regional Offices I	Number of online recognition of unit/department that best respond to the gender needs of men and women stakeholders and employees affected by COVID 19 - <b>3 online recognition of unit/department that best respond to the gender needs of men and women stakeholders and employees affected by covid-19</b>	15,000.00	GAA	DOST 1 GFPS

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					Number of awards given - <b>5 awards given</b>			
Establishment /maintenance of GAD webpage / GAD corner and other mechanism to facilitate gender mainstreaming	Advocacy on GAD to increase awareness of employees is not given priority	To increase awareness of GAD of DOST employees through maintenance of GAD webpage and GAD corner	MFO: Regional Science and Technology Service	Maintenance of GAD webpage in the agency website and enhancement of the GAD Corner	Number of GAD webpage maintained/updated - <b>1 GAD webpage maintained/updated</b> Number of GAD info materials posted - <b>2 info materials posted</b>	5,000.00	GAA	DOST 1 GFPS and ITSM Unit
Need to strengthen network and linkages with other agencies in the implementation of GAD programs in the region to improve gender mainstreaming	Network and linkages with other agencies is a necessity for partner agencies in the region to acquire knowledge on best practices on gender mainstreaming	To strengthen network and linkages with other member agencies in the Regional GAD Committee	MFO: Regional and Science and Technology Service	Provide support in the Regional GAD Committee as member	Number of RGADC meetings participated - <b>90% of RGADC meetings participated</b>	2,000.00	GAA	RGADC Focal Person and Alternate
Absence of a facilities to support practical gender needs of women employees of DOST (e.g. lactation center and child minding facility)	The need to support practical gender needs of women employees of DOST was not given a priority.	To provide access to the needed facilities of women employees.	MFO: General Administration and Support Services	Establishment of child minding facility and lactation room for Regional Offices' staff with children.	Number of lactation centre maintained - <b>1 lactation centre maintained</b>	30,000.00	GAA	DOST 1 GFPS
Lack of GAD awareness of DOST scholars	DOST Scholars do not have access to GAD orientations/ trainings	To increase awareness of undergraduate DOST scholars on GAD and other gender-related issues.	MFO: Human Resource Development Program	Conduct of online Gender Sensitivity Training to DOST Undersgraduate scholars including online info-dissemination pertaining to the prevention of the COVID 19 pandemic	Number of online Gender Sensitivity Traing conducted to scholars - <b>1 online GST conducted to scholars</b>	10,000.00	GAA	DOST 1 GFPS and Scholarship Unit

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Some employees including the newly-hired employees have low level or limited appreciation of GAD and concepts and principles	Lack of opportunities of employees to attend relevant GAD trainings.	To strengthen and increase level of appreciation / understanding on GAD concepts and principles.	MFO: General Administration and Support Services	Conduct capacity building on GAD like online Gender Sensitivity Training including online-dissemination of GAD matters through webpage	Number of online Gender Sensitivity Training conducted - <b>1 online Gender Sensitivity Training Conducted</b>	10,000.00	GAA	DOST 1
Top management officials are not yet oriented on GAD	Lack of opportunity for top management officials to attend GAD trainings	To increase knowledge of top management officials towards gender and development	MFO: Regional Science and Technology Services	Conduct Executive Briefing on Gender and Development for Top Management	No. of Executive Briefing on GAD conducted - <b>1 Executive Briefing on GAD conducted</b>	10,000.00	GAA	DOST 1 GFPS
Limited workforce to focus on Gender Mainstreaming efforts of the agency	Multiple priorities of the GFPS of DOST CO and ROs make it difficult to coordinate and regularly monitor implementation of GAD program.	To ensure that GFPS members have assistance in coordinating and monitoring implementation of GAD programs of the region.	MFO: General Administrative and Support Services	Strengthening of the GAD Focal Point System by hiring personnel to assist GFPS in overseeing monitoring GAD-related activities of the agency and maintenance of GAD information system including support to the GREAT Women Project 2	Number of personnel hired - <b>1 personnel hired</b>	293,223.12	GAA	DOST 1
Limited institutional mechanisms to ensure gender mainstreaming efforts in the plans, programs and activities of the agency	No assessment conducted on the gender responsiveness of the agency's programs in the region.	To assess the gender responsiveness of CEST implementation in the region through application of HGDG tool.	MFO: Regional Science and Technology Services	Conduct of assessment of CEST programs using the Harmonized Gender and Development Guidelines.	No. of CEST program assessed - <b>1 CEST program assessed</b>	5,000.00	GAA	DOST 1 GFPS, CEST Staff

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Limited institutional mechanism to ensure gender mainstreaming efforts in the plans, programs and activities in the DOST Central Office and Regional Offices	Lack of capacity among GFPS members to mainstream gender and attribute major programs using the Harmonized GAD guidelines	Enhanced capacity of GFPS members on gender mainstreaming	MFO: Regional Science and Technology Service	Capacity building on the use of the Harmonized Gender and Development Guidelines	No. of training-workshop on HGDG attended by GFPS members - <b>1 training workshop on HGDG attended by GFPS members</b>	10,000.00	GAA	DOST 1 GFPS
Limited utilization of sex-disaggregated data to use as basis to surface gender issues of the agency	Collection and updating of sex disaggregated data is not regularly done	To institutionalize GAD database and collect SDD regularly	MFO: General Administration and Support Services	Collection of data on male and female workers, cooperators and other relevant data and conduct of online trainings or orientation on the importance of gender statistics.	Number of GAD database maintained - <b>1 GAD database maintained</b>	0.00	GAA	DOST 1 GFPS
Low level awareness among DOST employees in the Central Office and Regional Offices on gender and development	Lack of IEC materials to ensure that GAD related information and materials are disseminated.	To provide and reproduce gender-sensitive IEC and other advocacy materials for distribution in DOST	MFO: General Administration and Support Services	Development and reproduction of gender-sensitive IEC and other advocacy materials for distribution in DOST including online info-dissemination on instituted measures or programs offered by government agencies and updates in response to GAD issues in the midst of the COVID 19 pandemic	No. of GAD related IEC Materials developed - <b>at least 2 GAD related IEC materials developed</b>  Number of online info-dissemination on programs and updates in response to GAD issues during the COVID 19 pandemic - <b>at least 3 online info-dissemination in response to GAD issues during the COVID 19 pandemic</b>	0.00	GAA	DOST 1 GFPS and S&T Promotion and Advocacy and ITSM Unit
<b>ATTRIBUTED PROGRAM</b>								
Small Enterprise Technology Upgrading Program						6,975,000.00		
TOTAL						P 7,747,723.12		

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