

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2020**

Sequence No.: 2020-008524				
Organization: National Meat Inspection Service			Organization Category: National Government, Attached Agency	
Organization Hierarchy: Department of Agriculture, National Meat Inspection Service				
Total Budget/GAA of Organization:	221,584,000.00			
Total GAD Budget	11,409,500.00	Primary Sources	11,409,500.00	
		Other Sources	0.00	
% of GAD Allocation:	5.15%			

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



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

MS. KAISSER KIM S. VILLAR
GAD FOCAL

ATTY. BEAT HUMILDA O.
OBSIOMA, DVM. PH.D
OIC, EXECUTIVE DIRECTOR



REPORT GENERATED: 01/10/2020
PAGE 1 OF 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
1	Inadequate information, dissemination and appreciation on women's economic empowerment through productive resources and economic opportunities equally available for both men and women (middle & mature adult, and senior citizens)	Limited knowledge and appreciation on women's economic empowerment through productive resources and economic opportunities equally available for both men and women (middle & mature adult, and senior citizens)	Improved information on women's economic empowerment through productive resources and economic opportunities equally available for both men and women (middle & mature adult, and senior citizens)	MFO: Livestock Regulation Services	Orientation seminar with women's groups involved in market supply of quality meat	Conduct of atleast (1) Orientation seminar in 17 Regional Offices including Central Office with at least 50% pf women in attendance in raising awareness of the inequality between men and women in home, community, and institutions and work towards the transformation of such customs	350,000.00	GAA	GFPS, GAD Focal person (RTOCs),MSDCPD
2	Lack of awareness of NMIS stakeholders on women's rights and their role in national development and nation building	The need to highlight women's rights and their role in national development and nation building	To strengthen awareness of NMIS employees on women's rights and their role in national development and nation building	MFO: Livestock Regulation Services	Printing and distribution of IEC materials on various GAD-related laws to external clients of NMIS (i.e MCW 9710, RA9262, RA7877, RA9208, RA8353	a. No. of IEC materials distributed	250,000.00	GAA	GAD Focal Person (CO & RTOCs),NMIS GFPS



	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
3	Lack of assessment on NMIS training programs for various external clients which should be gender responsive providing equal access for women and vulnerable groups engage in the supply of meat products	Gender issues in agriculture are related to inequalities in the status and condition of female and male members/workers related to meat production and safety	All NMIS Training Programs for stakeholders are assessed for gender responsiveness to contribute to the achievement of gender equality results	MFO: Livestock Regulation Services	NMIS Training programs to be subjected to the Harmonized GAD Guidelines	a. No. of training for stakeholders reviewed - 5 Note: to be attended and participated by 50% of women as members of the technical working group	250,000.00	GAA	GAD focal person (CO & RTOCs), MSDCPD
4	Lack of information disseminated that would promote comprehensive, gender sensitive policies, services and programs related to meat inspection	Limited information and advocacy activities	Increase awareness on GAD and advocacy activities for NMIS stakeholders	MFO: Livestock Regulation Services	Conduct of Orientation Seminars related to meat inspection including topics on Gender and Development Sensitivity	No. of Food Safety Training Program conducted to LGUs with at least 50% of women in attendance	1,000,000.00	GAA	MSDCPD, GAD Focal person (RTOCs)
ORGANIZATION-FOCUSED ACTIVITIES									



	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office
	1	2	3	4	5	6	7	8	9
5	Uneven level of appreciation and understanding on gender mainstreaming and GAD issues of NMIS officials and employees	Lack of awareness and appreciation on the importance/benefits of GAD and on policies to mainstream GAD in government agencies	Increase awareness and appreciation on GAD of NMIS officials and employees	MFO: Livestock Regulation Services	Conduct of executive briefing for NMIS officials, mid-level managers, and 2nd level supervisors (ED,DED, RTDs, Division Chiefs, Next-in-Ranks Employees)	a. No. of executive briefings included in th NMIS MANCOM/EXECOM meetings for updates and GAD information awareness/appreciation- at least once every quarter	150,000.00	GAA	GAD focal person, PIMD
6	Lack of awareness and understanding of new NMIS employees on GAD issues and principles	Limited capacity building activities on GAD among NMIS personnel	Increase awareness and understanding of NMIS employees on GAD issues and principles	MFO:Livestock Regulation Services	Conduct of Orientation Seminar on Gender and Development emphasizing gender sensitivity in the workplace, GAD-related laws, issues and principles	100% of newly hired employees must attend the lecture as part of the onboarding program	150,000.00	GAA	GAD Focal Person, HRD, HRM, PIMD, MSDCPD



	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office
	1	2	3	4	5	6	7	8	9
7	Lack of awareness of NMIS employees on women's rights and their role in national development and nation building	The need to highlight women's rights and their role in national development and nation building	To strengthen awareness of NMIS employees on women's rights and their role in national development and nation building	MFO: Livestock Regulation Servi	Participation in activities and programs organized by the Agency such as Women's Month Celebration and other activities sponsored by the PCW;	a. No. of employees participated in various programs organized by the Agencyb. No. of IEC materials distributed	1,300,000.00	GAA	GAD Focal Person (CO & RTOCs),NMIS GFPS
8	Insufficient skills and understanding to capacitate the NMIS-GAD TWG to lead the implementation of GAD programs	Frequent changes in the membership of the GAD Focal Point System	NMIS GAD Focal Point System (TWG and Secretariat) are capacitated on basic GAD concepts and skills	MFO: Livestock Regulation Services	All members of the NMIS-GAD Focal Point System should have attended to the following capacity building activities:a. Gender Sensitivity Training b. Gender Responsive Planning c. Gender Mainstreaming and Enhanced Gender Mainstreaming Evaluation Framework	a. No. of training conducted - 4b. No. of attendees per training - 25 Note: At least 50% of attendees where female	2,237,000.00	GAA	GAD focal person, TWG and RTOC focals



	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
9	Strengthening of GAD mechanism in the Agency	Necessity to strengthen the Agency GAD mechanism to be fully functional	To fully operationalize the NMIS GFPS to be a gender responsive governance	MFO: Livestock Regulation Services	Strengthening of the GFPS through conduct of regular meetings for effective implementation and monitoring of GAD programs and activities	a. Conduct of quarterly meeting	764,000.00	GAA	GAD Focal Person (CO & RTOCs), NMIS GAD TWG
10	Lack of information dissemination and awareness of NMIS-GAD programs and activities and updates on GAD policies and programs at the NMIS website	Absence of GAD corner at the NMIS website	Enhanced awareness of GAD mandate, rules and regulations, policies, programs and activities to the stakeholders	MFO: Livestock Regulation Services	Establishment of GAD corner on NMIS website	100% maintain and update the content of the website on national GAD activities and programs	20,000.00	GAA	GAD Focal Person and PIMD-IT
11	Establishment of Committee on Decorum and Investigation (CODI) on sexual harassment complaints as mandated by RA 7877	Increase gender responsiveness of NMIS as an agency with respect to the prevention and pursuit of sexual harassment in the workplace	Increase gender responsiveness of NMIS as an agency	MFO: Livestock Regulation Services	Creation of CODI for NMIS Central Office and Regional Offices	a. Policy issuance establishing the CODI of NMIS Central Office and Regional Offices b. No. of consultation meetings conducted in establishing the Committee	54,000.00	GAA	GAD focal person (CO & RTOCs), AD, ED, DED



	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office
	1	2	3	4	5	6	7	8	9
12	Establishment of Committee on Decorum and Investigation (CODI) on sexual harassment complaints as mandated by RA 7877	Increase gender responsiveness of NMIS as an agency with respect to the prevention and pursuit of sexual harassment in the workplace	Increase gender responsiveness of NMIS as an agency	MFO: Livestock Regulation Services	To conduct seminar on laws pertaining to sexual harassment in the workplace	a. No. of participants b. No. of seminars conducted - 3 Note: At least 50% of the participants are female	1,545,500.00	GAA	GAD Focal Person, GFPS, CODI, AD
13	Lack of participation of women in leadership and politics in promoting good governance in the bureaucracy	Untapped potential of women as partners in the national development	Increase the participation of women in leadership and politics in promoting good governance in the bureaucracy	MFO: Livestock Regulation Services	Conduct of Gender Diversity and Inclusiveness Training	Conduct of 2 seminars with 35 participants per batch with 50% of the attendees are female	1,907,000.00	GAA	GAD focal person, AD, HRM, HRD

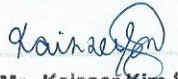



	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office
	1	2	3	4	5	6	7	8	9
14	Inadequate information, dissemination and appreciation on women's economic empowerment through productive resources and economic opportunities equally available for both men and women (senior citizens)	Limited knowledge and appreciation on women's economic empowerment through productive resources and economic opportunities equally available for both men and women (senior citizens)	Improved information on women's economic empowerment through productive resources and economic opportunities equally available for both men and women (senior citizens)	MFO: Livestock Regulation Services	Conduct of Seminar for Senior Citizen on Food Safety Awareness with Gender and Development Sensitivity Seminar	a. No. of participants attended (CO & RTOCs) - 510 with at least 60% of women in attendance	1,332,000.00	GAA	GFPS, AD, HRM, HRD, GAD Focal person
15	Lack of information disseminated that would promote comprehensive, gender-sensitive policies, services and programs related to meat inspection	Limited information and advocacy activities	Increased awareness and advocacy activities for clients	MFO: Livestock Regulation Services	Review of NMIS policies, press releases and IEC materials to ensure gender sensitive languages and visuals	At least, 20% of old relevant policies reviewed- All new policies, press releases and IEC materials reviewed for gender sensitive languages/visuals	20,000.00	GAA	Planning and Information Management Division (PIMD) and Information & Communications Technology (ICT) Unit, Administrative Division (AD), Meat Standards Development and Consumer Protection Division (MSDCPD), GAD Focal Person



	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
16	Lack of information disseminated that would promote comprehensive, gender-sensitive policies, services and programs related to meat inspection	Limited information and advocacy activities	Increased awareness and advocacy activities for NMIS employees	MFO: Livestock Regulation Services	Creation of a Technical Working Group (TWG) to spearhead the production of IEC materials:- workshop on the design and production of IEC materials on GAD- prepare gender responsive press releases and IEC materials	a. Design and number of IEC materials produced- 3 b. No. of meetings conducted by TWG- 3 c. No. of press releases launched- 2	50,000.00	GAA	GFPS, PIMD-IT
17	Lack of information disseminated that would promote comprehensive, gender-sensitive policies, services and programs related to meat inspection	Limited information and advocacy activities	Increased awareness and advocacy activities for NMIS employees	MFO: MFO: Livestock Regulation Services	Review of signage in the NMIS offices, web pages, notices and ensure gender sensitive language and visuals	a.No. of signages reviewed- 2 b. No.of web pages reviewed- 3 c. No.of notices reviewed- 2	30,000.00	GAA	GAD Focal Person AD MSDCPD PIMD-IT
SUB-TOTAL							11,409,500.00	GAA	
TOTAL GAD BUDGET							11,409,500.00		



Prepared By:	Approved By:	Date
		
Ms. Kaisser Kim S. Villar	Atty. Beat Humilda O. Obsioma, DVM. Ph.D	01/10/2020
GAD Focal	OIC, Executive Director 