



SUGAR REGULATORY ADMINISTRATION (SRA)

Araneta Street, Singcang, Bacolod City, Negros Occidental



GENDER & DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT 2023

Submitted by

SRA GAD VISAYAS

FOCAL POINT SYSTEM

THE SRA GENDER AND DEVELOPMENT

FOCAL POINT SYSTEM (GFPS) - VISAYAS

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I. Conduct of GFPS Regular Meeting

As part of coordination and monitoring of the progress of the Sugar Regulatory Administration (SRA) Visayas Gender and Development (GAD) activities and budget, as well as the evaluation of its programs/activities, the SRA Gender and Development Focal Point System (GAD-FPS) Visayas conducted a total of ten (10) Regular Meetings during the period January to December 2023, specifically on the following dates:

1. **February 3, 2023** (as per MEMO-VIS-GAD-2023-JAN-001)
2. **March 23, 2023** (as per MEMO-GAD-VIS-2023-MAR-01)
3. **May 18, 2023** (as per MEMO-GAD-VIS-2023-MAY-01)
4. **July 20, 2023** (as per MEMO-GAD-VIS-JUL2023-001)
5. **August 11, 2023** (as per MEMO-GAD-VIS-2023-AUG-01)
6. **October 9, 2023** (as per MEMO-GAD-VIS-2023-OCT-001)
7. **October 25, 2023** (as per MEMO-GAD-VIS-2023-OCT-002)
8. **November 13, 2023** (as per MEMO-GAD-VIS-2023-NOV-001)
9. **December 6, 2023** (as per MEMO-GAD-VIS-2023-DEC-002)
10. **December 12, 2023** (as per MEMO-GAD-VIS-2023-DEC-002-A)



II. Attendance of GADFPS Members to PCW Sponsored / Accredited Webinars

The GAD-FPS Visayas registered and participated in a total of three (3) out of 6 Sessions of the 2023 GAD Webinar Series, held last 9 August 2023 (GAD Webinar 4), 19 September 2023 (GAD Webinar 5) and 9 November 2023 (GAD Webinar 6). The registration process was carried out through Google Forms, and the lectures were delivered via Zoom.

GAD Webinar 4. GAD Webinar 4, titled "ABNKKHGDG NA AKO?!: Gamit ng HGDG sa Pagpapaunlad ng GAD sa mga Proyekto at Programa ng Pamahalaan," focused 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 are gender-responsive. The webinar aimed to enable the participants to appreciate the integration of GAD elements in the project development cycle. It demonstrated how to assess a program and project using the HGDG tool and apply the assessment results in the agency GAD Plan and Budget and GAD Accomplishment Report. The GAD-FPS participants learned to identify mitigating strategies to address gender gaps and improve the gender-responsiveness of program/project design, implementation, management, monitoring, and evaluation. Selected government agencies shared their experience in using the HGDG tool for mainstreaming a gender perspective in program/project design and attributing a portion of the program/project funds to the GAD budget.



II. (continued)

GAD Webinar 5. The recent GAD Webinar 5, titled "Ain't No GAD Budget High Enough: From GAD Plan Preparation to GAD Funds Audit," organized by the PCW, served as a national forum for discussing the preparation of GAD plans and budgets (GPBs) and GAD accomplishment reports (GAD ARs) by various government entities. The webinar was significant for the participants of the SRA GADFPS program as it provided insights into the full cycle of GAD Planning and Budgeting. The first session covered the essential elements of GAD planning and budgeting, including identifying gender issues, setting priorities, allocating resources, and monitoring and evaluating results. The second session focused on online submission, review, and endorsement of GPBs and GAD ARs, presenting amendments to the PCW-NEDA-DBM Joint Circular 2012-01. The final session featured COA's revised guidelines on the audit of GAD funds and activities in government using compliance, value-for-money, and fraud audit approaches.

GAD Webinar 6. With the title "In Fairness! Communicating the Language of GAD in the Workplace and in the Community," GAD Webinar emphasized the significance of gender-fair communication for promoting gender sensitivity and inclusivity in the workplace and community. The training and practical guide on gender-fair language are essential for government agencies to ensure gender-sensitive and inclusive content in policy issuances, advocacy and information, education, and communication (IEC) materials, and correspondences. The webinar highlighted the importance of using gender-fair language to avoid stereotypes, ensure balanced representation, and avoid derogatory portrayal of women in media products, policy documents, and IEC materials. The participants of the SRA GADFPS were equipped with practical tools and standards for creating empowered content that promotes gender equality. The webinar also demonstrated how to apply gender-fair communication standards and tools to create balanced representation and non-derogatory portrayal of women in media products, policy documents, and IEC materials.

III. National Women's Month Celebration

The SRA participated in the annual National Women's Month Celebration (NWMC) spearheaded by the Philippine Commission on Women (PCW), which honors women and their contributions to nation building. The NWMC aims to protect, promote, and fulfill women's rights, enabling them to maximize their potential and welfare, and make them agents of the country's development. This celebration coincides with the worldwide observance of International Women's Day.

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 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. To ease the multiple roles of women, the SRA, led by its GFPS, provided women employees with a short period of relaxation where they can either avail of massage or manicure/pedicure for free. Other employees were allowed to avail of the same at a minimal cost.



IV. Trainer's Training on Gender Sensitivity and Safe Spaces, and Review of GAD Agenda

The SRA GAD-FPS Visayas participated in the Trainer's Training on Gender Sensitivity and Safe Spaces, and Review of GAD Agenda last June 28 to 30, 2023 at Microtel, Commonwealth Avenue, UP Ayala Land, Technohub, Quezon City. The training was organized for the members of the SRA Gender and Development Focal Point System (GFPS) to enhance the capacity of the members to promote gender sensitivity and safe spaces in their respective workplaces and communities. The objective of the training was to equip the participants with the knowledge, skills, and tools necessary to create an inclusive and safe environment for all genders, particularly women and marginalized groups. Additionally, the training provided opportunity for the members to review and update their Gender and Development (GAD) agenda, which is a gender mainstreaming strategic plan for integrating gender perspectives into organizational policies, programs, and activities, altogether contributing to the overall organizational goal of promoting gender equality and social inclusion in all programs and projects.



V. Conduct of Seminars and Training on Gender Sensitivity, Anti-Violence Against Women and Children (R.A. 9262) and Anti-Child Labor (R.A. 9231)

The SRA aims to raise awareness and economically empower women in sugarcane block farms by conducting seminars, workshops, and training on gender-based issues to its stakeholders as a gender mainstreaming strategy. Participants can learn more about the causes and effects of gender-based violence and discrimination, and how it impacts the lives of women and children. Ultimately, this is intended to increase the gender-sensitivity and responsiveness of all programs, activities and projects integrated in existing block farm policies.

The GFPS Visayas conducted a total of eight (8) seminars and trainings on Gender Sensitivity, Anti-Violence Against Women and Children (VAWC), and Anti-Child Labor Law on the following block farm beneficiaries:



V. (continued)

1. **A&G Agrarian Reform Cooperative (AGARCO)** - September 1, 2023 at Brgy. San Miguel, Murcia Negros Occidental

2. **Brgy. Santol Indigenous People** – September 4, 2023 at Binalbagan, Negros Occidental

3. **Bugnay Farm Family Association (BUFFA)** - September 21, 2023 at Mabinay, Negros Oriental

4. **Bagtic Farmers Association (BAFA)** - September 22, 2023 at Mabinay, Negros Oriental

5. **Brgy. Quezon Agrarian Reform Beneficiaries Association (BAQARBA)** - September 22, 2023 at Brgy. Quezon, San Carlos City, Negros Occidental

6. **Agutayan Cubay Agrarian Reform Cooperative (ACARCO)** - September 26, 2023 at Brgy. Cubay, San Enrique, Iloilo

7. **Brgy. Macasilao Integrated Small Farmers Association (BAMISFA)** - September 29, 2023 at Brgy. Macasilao, Calatrava, Negros Occidental

8. **Malabago Diversified Farmers Association (MADIFA)** - December 28, 2023 at Brgy. Pinaguinpinan, Kabankalan City, Negros Occidental

Out of these eight (8) seminars/orientation, there were 249 total number of participants, 168 or 67.47 % of these are women.



VI. GMMS Training 2023

To keep the GAD-FPS Visayas updated with GAD laws, rules and regulation, the group participated in the Gender Mainstreaming Monitoring System Version 2 (GMMS V2) Training 2023 conducted last September 5, 2023 at the PCW Conference Room, 1145 Jose P. Laurel Street, Malacañang Palace Complex, San Miguel, Manila. The GMMS V2 Training was organized by the Philippine Commission on Women (PCW). It is intended for new users and those who have not attended an orientation on using the GMMS, while it serves as a refresher for the others.

During the practical training session, attendees were instructed to connect to the office Wi-Fi and access the GMMS Training Portal, which is separate from the official site. They were provided with unique login credentials for training purposes only. Participants then inputted their assigned usernames and passwords and proceeded to input their General Plan and Budget (GPB) and Accomplishment Report (AR) for 2023. Afterward, they received training on how to navigate the portal, generate and print PDF copies, and submit them via email.



VII. Workshop on Mainstreaming DA's GAD Programs and Projects

The SRA GAD-FPS Visayas participated in the Workshop on Mainstreaming DA's GAD Programs and Projects through Harmonized Gender and Development Guidelines (HGDG) last September 20-22, 2023 at the ATI Training Hall, ASU Compound, Banga, Aklan. The three-day workshop aimed at familiarizing them with the objectives, principles, features, and frameworks of the HGDG. It was designed to help participants understand how to integrate gender and development perspectives into the programs and projects of the Department of Agriculture.

The workshop covered topics such as Gender and Development

Concepts, Gender and Development Laws, Rules and Regulations, the agency's GAD Focal Point System, an introduction to Harmonized GAD Guidelines (HGDG), and an introduction to Gender Mainstreaming and Evaluation Framework (GMEF). The participants produced comprehensive outputs during the workshop, including Re-entry Plans focusing on GAD activities for 2024, addressing HGDG concerns for Program/Project Planning and Design Stages, and Program/Project Implementation and Monitoring and Evaluation

Stages. They also created outputs related to answering the Gender Mainstreaming and Evaluation Framework (GMEF).



VIII. SRA GAD-CSR Year-End Assessment and Strategic Planning

The GAD-FPS and 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, Negros Occidental. The event aimed to equip the GAD-FPS with the skill to evaluate its GAD activities and 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 organizations to evaluate their 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.



IX. 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 on November 25, 2023 up to December 12, 2023. The 2023 Campaign aims to disseminate information about the status of VAW in the Philippines and the results of the 2022 National Demographic and Health Survey Data on VAW, solicit shared insights on the employees’ and beneficiaries’ level awareness and knowledge on VAW, and ultimately to gather public support for the advocacy of an Ant-VAW Community.

In support to this campaign, the SRA GAD-FPS Visayas hanged the “2023 18-Day Campaign to End VAW” streamer, distributed advocacy materials such as Anti-VAW t-shirts, caps and portfolio bags. The SRA used the Prayer to End VAW and the All-Women Cast Lupang Hinirang Video during assemblies and seminars.



IX. (continued)

The group also documented the orange trackers parked in front of the SRA Bacolod Main Lobby, conducted orientation on the Safe Spaces Act (Bawal Bastos Law) to SRA Employees and Sugar Mill Workers, and continued the conduct of seminars and trainings on gender-based issues (Gender Sensitivity, Anti-VAWC, and Anti-Child Labor).

Moreover, the SRA GAD-FPS Visayas joined the Provincial Opening of the 18-Day Campaign in the observance of “Negros Occidental Safe Space Day” held last November 24, 2023, 3:30-5:30 PM at the Ayala Capitol Central Mall Activity Center. The said event was jointly organized by the Office of the Governor, Provincial Committee Against Trafficking, Child Pornography and Violence Against Women and Children, SP Committee on Women and Family, Gender and Development Focal Point System, Provincial Council for Women, and the Provincial Social Welfare and Development Office.



X. Utilization of GAD Fund

The corporate budget of the Sugar Regulatory Administration (SRA) for the year 2023 as initially submitted to the Philippine Commission on Women (PCW) was Seven Hundred Forty-Two Million, Five Hundred Fifty-Two Thousand Pesos (Php 742,552,000.00). However, the corporate budget of the organization was later adjusted to Eight Hundred Fifty-Seven Million, Three Hundred Twenty-One Thousand, Six Hundred Forty-Six Pesos (Php 857,321,646.00).

The SRA Management has allotted a total of **Seventy-Six Million, Two Hundred Sixteen Thousand, One Hundred Hundred Twelve Pesos and Sixty Centavos (Php 76,216,112.60)** for Gender and Development (GAD), of which (a) Ten Million, Eight Hundred Fifty-Nine Thousand, One Hundred Twelve Pesos and Sixty Centavos (Php 10,859,112.60) shall be attributed from the **Scholarship Program**; (b) Sixty-One Million, Three Hundred Sixty Thousand Pesos (Php 61,360,000.00) from the **Block Farm Program**; and (c) Four Million Pesos (Php 4,000,000.00) from **Direct GAD Activities**. The Direct GAD Budget was thereafter endorsed to the GAD Focal Point System (GFPS) of Luzon-Mindanao and Visayas for utilization.

Out of the Four Million Peso- (Php 4,000,000.00) budget for Direct GAD Activities, a total of Two Million, Two Hundred Fifty-Four Thousand Pesos (Php 2,254,000.00) was endorsed to GFPS Luzon-Mindanao, and **One Million, Seven Hundred Forty-Six Thousand Pesos (Php 1,746,000.00)** was endorsed to SRA GAD Visayas. A partial amount of **One Million, Fifty-Five Thousand, Seven Hundred Twenty-One Pesos and Thirty-Seven Centavos (Php 1,055,721.37)** has been recorded as utilized by GFPS Visayas, which is **60.47%** of the SRA GAD Visayas Budget.

X. (continued)

However, there are still expenses that are yet to be recorded. The updated data will be submitted as soon as all GAD expenses of SRA Visayas have been recorded.

Attributed Programs (GAA):

<i>Block Farm Program:</i>	Php	10,859,112.60
<i>Scholarship Program:</i>		61,360,000.00

Direct GAD (Corporate Funds):

<i>Luzon-Mindanao:</i>	Php	2,254,000.00	
<i>Visayas:</i>		1,746,000.00	4,000,000.00

Total GAD Budget: Php 76,219,112.60
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SRA Visayas Direct GAD Budget:	Php	1,746,000.00
Partial Utilization by GFPS Visayas:		1,055,721.37

% Utilized: (1,055,721.37 ÷ 1,746,000.00) 60.47%
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BUDGET UTILIZATION REPORT

For the Period January 1, 2023 to December 31, 2023
SRA GAD VISAYAS

PAP CODE	PROGRAMS/ACTIVITIES/ PROJECTS (PPAs)	PROPOSED BUDGET			UTILIZED			BALANCE			PERCENT SHARE (6)/(3)
		CO (1)	MOOE (2)	TOTAL (3)	CO (4)	MOOE (5)	TOTAL (6)	CO (1)-(4)	MOOE (2)-(5)	TOTAL (3)-(6)	
23-09000-51	CONDUCT SEMINAR/ WORKSHOP AND ORIENTATION ON THE PROVISIONS OF ANTI-SEXUAL HARASSMENT ACT SAFE SPACES ACT IN THE MILL AND BIOETHANOL OFFICES)		219,000.00	219,000.00		195,331.22	195,331.22	-	23,668.78	23,668.78	89.19%
23-09000-52	CONDUCT SEMINAR ON GENDER SENSITIVITY TRAINING/ ANTI-CHILD LABOR LAW/ VAWC FOR ACCREDITED BLOCK FARM ENROLEES AND TAPPING NEW BATCHES OF SMALL-SCALES SUGARCANE BLOCK FARMING FAMILIES		350,000.00	350,000.00		246,147.10	246,147.10	-	103,852.90	103,852.90	70.33%
23-09000-53	NATIONAL WOMEN'S MONTH CELEBRATION		50,000.00	50,000.00		47,560.00	47,560.00	-	2,440.00	2,440.00	95.12%

23-09000-54	ATTEND OF GAD FPS MEMBERS TO PCW AND DA SPONSORED TRAININGS AND OTHER VARIOUS CAPABILITY DEVELOPMENT		50,000.00	50,000.00		36,064.36	36,064.36	-	13,935.64	13,935.64	72.13%
23-09000-55	CONDUCT OF GFPS-TWG REGULAR COORDINATION MEETING, PLANNING AND MONITORING ACTIVITIES AND CASCADING OF SRA GAD AGENDA		152,000.00	152,000.00		67,327.76	67,327.76	-	84,672.24	84,672.24	44.29%
23-09000-56	HIRING OF IT PERSONNEL TO BE ASSIGNED AT SRABACOLOD FOR GAD DATABASE MANAGEMENT		300,000.00	300,000.00		119,751.54	119,751.54	-	180,248.46	180,248.46	39.92%
23-09000-57	CONDUCT OF AWARENESS CAMPAIGN THROUGH HANGING OF TARPAILINS, SEMINAR, FILM-SHOWING, PRINTING AND DISTRIBUTION OF IEC MATERIALS FOR THE CONDUCT OF GAD-RELATE CELEBRATIONS AND ACTIVITIES		75,000.00	75,000.00		49,880.00	49,880.00	-	25,120.00	25,120.00	66.51%

23-09000-58	MAINTENANCE OF SRA GAD OFFICE AND GAD CORNER	55,000.00	45,000.00	100,000.00	54,995.00	10,769.65	65,764.65	5.00	34,230.35	34,235.35	65.76%
23-09000-59	YEAR-END ASSESSMENT AND STRATEGIC PLANNING WORKSHOP		350,000.00	350,000.00		197,894.74	197,894.74	-	152,105.26	152,105.26	56.54%
23-09000-60	CONDUCT OF GENDER-AUDIT TEAM COORDINATION MEETING, PLANNING AND MONITORING ACTIVITIES, AND CAPACITATING THEM TO IMPLEMENT SRA GMF ASSESSMENT FINDINGS		100,000.00	100,000.00		30,000.00	30,000.00	-	70,000.00	70,000.00	30.00%
TOTAL		55,000.00	1,691,000.00	1,746,000.00	54,995.00	1,000,726.37	1,055,721.37	5.00	690,273.63	690,278.63	60.47%

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