

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET  
FY 2024**

Organization: Philippine Mining Development Corporation

Organization Category: National Government, Government-Owned and Controlled Corporation

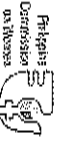
Organization Hierarchy: Department of Environment and Natural Resources, Philippine Mining Development Corporation

Total Budget/GAA of Organization: 140,680,905.00

Total GAD Budget: 7,115,729.71      Primary Sources: 7,115,729.71      Other Sources: 0.00

% of GAD Allocation: 5.06%

1	2	3	4	5	6	7	8	9
Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFC/PPMP or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Officer
<b>CLIENT-FOCUSED ACTIVITIES</b>								



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**ATW. ALBERTO B. SIPACO, JR.**  
 CHAIRMAN, PRESIDENT AND CEO



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1	Inadequate participation in planning, implementation, monitoring, and evaluation of GAD PAPs. Lack of community awareness on GAD. Lack of women leaders on local organizations	Limited women leaders in the communities focal organizations	To capacitate women as leaders in focal organizations	PAP - CSR PAP - Personnel Services	Information activities to communities seeking their active participation in GAD activities. Conduct of Community Consultation Activity for Planning. To establish partnership on the community and municipal and barangay offices for the implementation of GAD PPA's. GAD Orientation, Leadership training for women	Number of women leaders trained - 25 women leaders trained Number of participants by sex, by group- 100 men and 100 women oriented Number of activities implemented - 4 activities implemented	CSR: 300,000 PS. 100,000 400,000.00	Corporate Funds Community
2	Local organizations of women and men need strengthening	Limited capacity building offered in the community for the local organizations	To organize women and men, and or strengthen local organizations	PAP - Personnel Services PAP - Capacity Building	Trainings on organizational strengthening with the integration of Basic GAD Concepts	Number of participants by sex - 50 participants Number of org. organized and strengthened - 1 organization organized and strengthened Roles and functions of the organization with its officers and member are clearly defined and actively performed. Participants are capacitated on Basic GAD Concepts. - 50 participants	CB: 88,000 PS. 30,000 118,000.00	Corporate Funds Community



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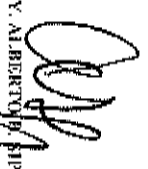


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	Gender Issue GAD Mandate	Cause of Gender Issue	GAD Result Statement GAD Objective	Relevant Organization MFO/PAF or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsi bility
3	Lack of GAD Baseline Data on the Environment and Natural Resources (ENR) Sector	No established GAD Baseline Data on the ENR Sector	To establish GAD Baseline Data on the ENR Sector	PAP: Personnel Services PAP: MOOE	2-day meeting/courtesy call with the respective barangays. Conduct of face to face interview for GAD Baseline Data Gathering (2 Days). Coordination with ERDS	Number of household (beneficiaries) in 4 barangays - Natoc - 715 Tubo-Tubo - 1136 Upper Ilog - 1140 Mt. Diwata - 3525	MOOE: 150,000 PS:225,000 375,000.00	Corporate Funds	GFPs and Community
4	Limited access to relevant information, education, and communication (IEC) resources on gender sensitivity among PMDC current and potential clients	Lack of gender sensitive materials provided by PMDC to its clients, in both online and offline platforms	Increased gender sensitivity among PMDC current and potential clients through more gender sensitive IEC materials	PAP: MOOE PAP: Personnel Services	Galaxy contents for website publication, gather and post gender sensitive IEC materials in GAD Bulletin Boards	Availability of GAD corner - 3 GAD corner established and maintained (Kain, Davao, Depot)	MOOE: 10,000 PS:50,000 60,000.00	Corporate Funds	GFPs
<b>ORGANIZATION-FOCUSED ACTIVITIES</b>									
5	Proclamation No. 227: Providing for the observance of the Month of March as Women's Role in History Month	Need to promote gender equality and women's empowerment	To bridge the gap of awareness of employees on gender equality, women empowerment, respect for human rights	PAP: Personnel Services PAP: MOOE	PMDC to participate in the Women's Month Activities (March 2024) Printing of banners/ materials, review GAD webinars, etc.	Participation of PMDC employees to strengthen the awareness and importance of celebrating the National Women's Month Celebration - All PMDC Employees	150,000.00	Corporate Funds	GFPs and I
6	Proclamation No. 1172: Declaring November 25 to December 12 of every year as the 18 Day Campaign to End Violence Against Women, Republic Act 10398 An act declaring November 25 of every year as National Consciousness Day for the elimination of violence against Women and Children.	Lack of awareness on VAWC	To increase awareness of employees on VAWC	PAP: Personnel Services PAP: MOOE	Conduct of Orientation on Magna Carta of Women (RA9710) and on Violence against Women and their children for all employees.	Provision of info graphics materials to raise awareness of violence against women and children - Increase awareness of all PMDC employees	150,000.00	Corporate Funds	GFPs and I



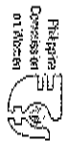
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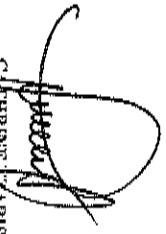
  
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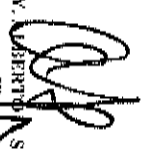


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7	PCW & memo Circular 2018-04: Revised Guidelines for the Preparation of the Gender and Development Agenda	Need to formulate and establish the PMDCs GAD Agenda for 2024-2029 as bases for the preparation of the Annual GPB	PAP: Personnel Services PAP: MOOE	Preparation and setting of the PMDCs GAD Agenda (GAD Framework and GAD Strategic Plan) for 2024-2029 on the 4th week of February or 1st week of March 2024	Participants of the GFPS and CODI members and key PMDC personnel from PMD, HRAD, FAD. Legat in the preparation and drafting of the PMDCs GAD Agenda - 50% attendance and participation	MOOE: 320,037.89 PS: 280,000 520,037.89	Corporate Funds	GFPS and I	
8	PCW-NEDA-DBM-PCW Joint Circular 2012-01 Section 3.2 mandates annual GAD planning and budgeting. Section 3.5 tasks GFPS to prepare annual accomplishment reports	To ensure timely GAD planning and budgeting, and reporting	Compliant and Endorsed GPB 2025 and timely submission of GAD AR	PAP: MOOE PAP: Personnel Services	Preparation and submission of GPB 2025 and AR 2024	GPB 2025 and GAD AR 2024- Timely submission and endorsed GPB	MOOE: 38,700.00 PS: 135,000 153,700.00	Corporate Funds	GFPS
9	Uneven level of understanding about gender equality laws among government officials and staff limits mainstreaming gender in the national agencies and local government units (Chapter 15 GEWE Plan)	Inadequate level of gender mainstreaming in the government planning and programming	Restrengthening of GAD in PMDCs/AGAs programs and projects	PAP: Personnel Services	Participation in GAD-related webinars, trainings and information sessions organized by SCSM, UNDP, women-led organizations among others. Topics to be included are as follows: PCW webinars on link to Basic GAD Concepts, Attribution using H3G3G, GAD Plan and Budget, Gender Analysis Tools, UNDP online course on Gender and Mining Governance	Increased level of gender mainstreaming in the government planning and programming - 100% of GFPS, CODI members, Technical Personnel, and newly hired employees participated	1,300,000.00	Corporate Funds	GFPS and I
10	Insufficient performance of GFPS on certain functions	Lack of skills and monitoring of the GFPS	Enhanced performance of the GFPS and submit progress and activity reports yearly	PAP: Personnel Services	Conduct of monthly meeting of the GFPS, and prepare minutes of the meeting.	Submission of Progress reports - Quarterly Progress Report and Annual Accomplishment Report	390,000.00	Corporate Funds	GFPS



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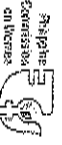
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11	Lack of GAD Awareness and appreciation (Internal: personnel)	To enhance awareness and appreciation of GAD	PAP: Personnel Services	GAD Orientation	± GAD Orientation/Office - 80% attendance of personnel in Manila, Davao, and Depol offices	₱00,000.00	Corporate Funds	GFFPS
12	Lack of knowledge, appreciation and skills of GFPS and concerned staff on Gender Mainstreaming.	Gender responsive monitoring and evaluation -to enhance knowledge, appreciation and skills of GFPS and concerned staff in gender responsive monitoring and evaluation.	PAP: MOOE PAP: Personnel Services	Trainings on Gender Mainstreaming Tools: a. Training on Gender Analysis Tools community level tools (3 days); b. Training on SDD and Gender Stats (2 days); c. Training on Gender Responsive monitoring and evaluation (3 days);	Gender Analysts is conducted - 80% of GFPS attendance SDD and gender stat training is conducted - 90 % of GFPS attendance Gender Responsive Monitoring System is established/composition, indicators, procedures, tools and others) - Monitoring System is established Gender SDD and Gender Data is utilized for planning, implementation, monitoring and evaluation of Policies, Plans, Programs, Projects and Activities (PPPA's). Gender SDD and Gender Data is utilized	₱00,000.00	Corporate Funds	GFFPS and I
		To conduct trainings on the following topics: Gender Analysis Tools - to enhance the use of GA Tools in planning, implementation, monitoring and evaluation of Policies, Plans, Programs, Projects and Activities (PPPA's).			Training on Gender Responsive monitoring and evaluation is conducted - 90% of GFPS attendance			

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13	Inadequate documentation of GAD activities conducted with partners	Lack of awareness on the importance of documentation of activities conducted with partners	To enhance documentation of every activity conducted with partners' stakeholders	PAP: Partnership Documentation	Compilation & Records keeping of documents pertaining to GAD activity conducted with partners, stakeholders (from invitation, implementation, monitoring and evaluation)	Complete documentation for every GAD activity conducted with partnerstakeholders- 100%	5,000.00	Corporate Funds	PMO/ComR
14	Lack of knowledge, appreciation and use of gender-fair language images	No training conducted on Gender-Fair Language	To enhance knowledge, appreciation and use of gender-fair language and images	PAP: Personnel Services	Gender-fair language training	Policy issuance of usage of gender-fair language and images - Orientation on policy issuance of usage of gender-fair language and images ‡ seminar conducted - 80% of personnel	100,000.00	Corporate Funds	GFPs and I-



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<p>1 RA 11210 Section 4, Maternity Leave for Female Workers in the Public Sector.— Any pregnant female worker in the government service, regardless of employment status, in National Government Agencies (NGAs), Local Government Units (LGUs), Government-Owned or -Controlled Corporations (GOCCs), or State Universities and Colleges (SUCs), shall be granted a maternity leave of one hundred five (105) days with full pay regardless of the delivery was normal or caesarian. Provided, That, in case the employee qualifies as a solo parent under Republic Act No. 8972, or the "Solo Parents' Welfare Act", the employee shall be paid an additional maternity benefit of fifteen (15) days. RA 8187 SEC. 3. Definition of Term. — For purposes of this Act, Paternity Leave refers to the benefits granted to a married male employee allowing him not to report for work for seven (7) days but continues to earn the compensation thereof, on the condition that his spouse has delivered a child or suffered a miscarriage for purposes of enabling him to effectively tend support to his wife in her period of recovery and/or in the nursing of the newly-born child.</p>	<p>2 Women and men have specific gender needs that must be addressed and provided by the PMDC Management</p>	<p>3 Ensure that women and men employees who avail of maternity/paternity/solo parent/gynaecological leave will be granted with full benefits</p>	<p>4 P-AP- Personnel Services</p>	<p>5 Gynaecological, solo parent and maternity/paternity leave applications and approved and granted full benefits to women and men employees</p>	<p>6 Approval of leave applications filed by women and men employees - 100% approval of leave</p>	<p>7 400,000.00</p>	<p>8 Corporate Funds</p>	<p>9 HRAID</p>



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16	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization HR/PPAP or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsibility
	Lack of awareness of women employees on PMDC's anti-sexual harassment policy, safe space act, and other GAD-related laws	Limited awareness of women and men employees on PMDC's anti-sexual harassment policy, safe spaces act, and other GAD related laws and trainings	To provide awareness of women and men employees on PMDC's anti-sexual harassment policy, safe spaces act, and other GAD related laws and trainings	PAP: Personal Services PAP: MOOE	Provision of IEC materials and conduct of in-house webinars to PMDC women and men employees and conduct of investigation to ensure appropriate action if complaints are filed/participation or conduct of in-house trainings/workshops on GAD related laws and policies organized by HRAD	Increase awareness of men and women employees on anti-sexual harassment policy - 100% PMDC employees  Implementation of Anti-Sexual Harassment Policy - 1 implemented policy	300,000.00	Corporate Funds	HRAD and I
					In-house trainings organized by HRAD and training/ learning institutions - 90% of employees participated				

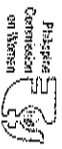
**ATTRIBUTED PROGRAM**

HERO Program/PGD  
 1985-2025: Chapter 13-  
 Environment and Natural  
 Resources Management 1.2.5-  
 Poor living conditions of  
 women and their children in  
 mining communities- The lack  
 of basic services continues to  
 contribute to poor living  
 conditions of women and their  
 children. Women are the ones  
 mostly affected by this as they  
 are left to address basic needs  
 such as family health care,  
 education, water and  
 sanitation. Total Annual Budget:  
 2,186,036,500/GDG Score:  
 16.35

1,785,931.82

Corporate Funds Community

SUB-TOTAL 7,415,729.71 Corporate Funds  
 TOTAL GAD BUDGET 7,115,729.73



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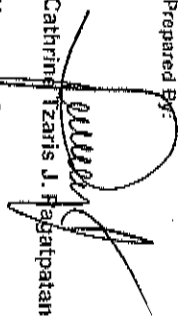
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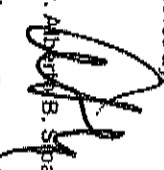




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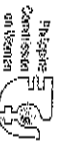
  
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Chairman, President and CEO

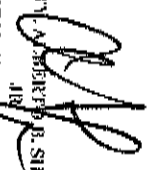
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