

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2025**

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

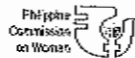
Total Budget/GAA of Organization: 131,796,750.00

Total GAD Budget 6,602,560.28 **Primary Sources** 6,602,560.28
Other Sources 0.00

% of GAD Allocation: 5.01%

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



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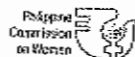
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 CHAIRMAN, PRESIDENT AND CEO




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PAGE 1 OF 11

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1	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	1-day meeting/courtesy call with the respective barangaysConduct of face to face interview for GAD Baseline Data Gathering (3 barangays Tubo-Tubo, Naboc and Mt. Diwata)Coordination with ERDB	Number of household (beneficiaries) in 3 barangays - Barangay Tubo-Tubo 288 (1st Quarter) Barangay Naboc 250 (2nd Quarter) Barnagay Mt. Diwata 348 (2nd Quarter)	MOOE: 75,000 PS: 300000 CSR: 25000 400,000.00	Corporate Funds	CSR and GFPS
2	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	Gather contents for website publication, gather and post gender sensitive IEC materials in GAD Bulletin Boards	GAD publication on PMDC website- updated GAD publication Availability of GAD corner- 3 GAD corner established and maintained (Main, Davao, Depot)	60,000.00	Corporate Funds	GFPS



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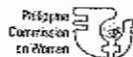


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3	Absence of community and stakeholder participation which includes the partners / operators, Indigenous People, plant operators, Barangay LGUs, AFP and PNP	Non-participation and appreciation of the partners / operators, Indigenous People, plant operators, Barangay LGUs, AFP and PNP	Active community and stakeholder participation in the planning and design, and implementation of PMDC GAD Efforts	PAP: MOOE PAP: Personnel Services	Conduct of basic GAD Training, Programs and Orientation for Partners/Operators	No. of basic GAD Training, Programs and Orientation conducted - 1 Training or Program conducted	150,000.00 Corporate Funds	PMD
4	Limited awareness and appreciation of GAD by women and men in the community	Extremely limited awareness and appreciation of GAD by men and women in the community	Enhanced awareness and appreciation of GAD by women and men in the community	PAP: Personnel Services PAP: MOOE	Conduct Gender Sensitivity Training in Brgy. Naboc & Brgy. Tubo-tubo	Number of participants - 25 men 25 women	MOOE: 19,600.00 PS: 100,000.00 119,600.00	CSR
5	Limited participation of women in decision-making and leadership at community level	Less number of women in leadership and decision making roles	More participation of women in decision making and leadership at the community level	PAP: Personnel Services	Collect data regarding sex composition of leadership in government Conduct FGD to know the reasons and factors of less participation of women in decision making and leadership	Conduct FGD- 1 FGD Report Collect data regarding sex composition of leadership in government - Accomplished SDD	MOOE (Travel): 50,000.00 PS: 150,000.00 200,000.00	CSR and GFPS

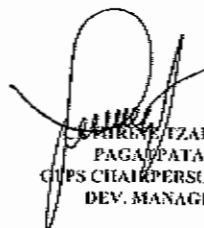
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6	Lack of Awareness on GAD	Lack awareness and appreciation on the importance of GAD in the Community	To enhance awareness of women and men on GAD	PAP: Personnel Services PAP: MOOE	GAD Orientation	Number of participants by sex, by group- 100 men and 100 women oriented	MOOE: 30,700.00 PS: 150,000 180,700.00	Corporate Funds	CSR and GFPS


ORGANIZATION-FOCUSED ACTIVITIES

7	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	Mainstreaming of GAD in PMDCA's programs and projects	PAP: Personnel Service	Participation in GAD-related webinars, trainings and information sessions organized by PCW, UNDP, women-led organizations among others. Topics to be included are as follows: PCW webinars on Intro to Basic GAD Concepts, Attribution using HGOG, 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	750,000.00	Corporate Funds	GFPS and HRAD
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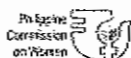

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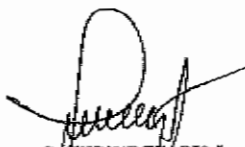


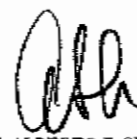
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 PAGE 4 OF 11

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8	Limited integration of gender perspective in policies and programs	Lack of gender perspective in policies and programs	Enhanced integration of gender perspective in policies and programs	PAP: Personnel Services	Review, revise, amend existing policies issued and programs implemented to ensure the integration of gender perspective	Gender responsive policies issued and programs implemented - 12 policies/programs implemented	75,000.00	Corporate Funds	LD and HRAD
9	Absence of women in the Board of Directors	No women represented in the Board of Directors	Women are represented in the Board of Directors	PAP: Personnel Services	Seek approval and resolution of the board on the inclusion of women as members of the Board and furnish copy and coordinate with GCG	Board Resolution - Approved Board Resolution	50,000.00	Corporate Funds	GFPS and CorpSec
10	Limited exposure of GFPS members in field activities and actual operations	Lack of exposure of GFPS members in field activities and actual operations	Exposure of all GFPS members in field activities and actual operations	PAP: MOOE PAP: Personnel Services	Participation to any of the IEC, community dialogue or consultation, or site visits	GFPS members are exposed in field activities and actual operations- At least 20% of GFPS Members	MOOE: 80000 PS: 50000 130,000.00	Corporate Funds	GFPS



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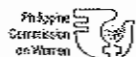


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PAGE 5 OF 11

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11	Inadequate knowledge, appreciation and skills of GFPS/CODI members and concerned staff on Gender Mainstreaming	Lack of relevant trainings of GFPS/CODI and concerned staff	Enhanced knowledge and skills of GFPS/CODI members and other concerned staff on Gender Mainstreaming	PAP: MOOE PAP: Personnel Services	Training on Gender Mainstreaming Tools: Training on Gender Responsive Monitoring and Evaluation and PIMME (3 Days)	Training on Gender Mainstreaming Tools: a. Training on Gender Responsive Monitoring and Evaluation and PIMME (3 Days)- at least 80% attendees and concerned staff	MOOE: Training: 60250 Travel: 175,000 PS: 250,000 485,250.00	Corporate Funds	GFPS
12	Limited women experts in mining	Limited women experts in mining	Increase of women experts in mining employed by PMDC	PAP: Personnel Services	Promote continuing studies, training, and seminars for Women technical employees, and immerse women technical personnel to field projects	Increase of women experts internally- up to 35% of mining experts	250,000.00	Corporate Funds	HRAD and PMD
13	Lack of Guidelines on Gender responsive Safety and Health Protocols	No guidelines on gender responsive Safety and Health Protocols	Established guidelines on gender responsive safety and health protocols	PAP: Personnel Services PAP: MOOE	Promote health and wellness activities, conduct safety orientation and draft and approval of guidelines	Draft and approval of guidelines- approved guidelines Conduct training on safety and health- at least 90% employees of PMDC	200,000.00	Corporate Funds	GFPS, HRAD, OSH Committee




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14	Inadequate competence of Comrel Staff in gender responsive grassroots research	Inadequate competence of Comrel Staff in gender responsive grassroots research	Enhance competence of Comrel Staff in gender responsive grassroots research	PAP: Personnel Services PAP: MOOE	Conduct Trainorsâ€™™ Training of Community based GST and how to conduct FGD for Grassroots	Conduct Trainorsâ€™™ Training of Community based GST and how to conduct FGD for Grassroots- at least 6 Comrel Staff	MOOE: 158,290 PS: 60,000 218,290.00	Corporate Funds	Community Relations
15	Lack of IEC materials and Knowledge Products on GAD	Limited GAD IEC materials and KPs	Sufficient materials and knowledge products on GAD	PAP: Personnel Services PAP: MOOE	Review and Revise existing IEC Materials and KPs	IEC Materials or KPs revised or produced - 2 IEC Materials or KPs revised or produced	50,000.00	Corporate Funds	GFPS and Community Relations
16	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 2026 and timely submission of GAD AR	PAP: Personnel Services	Preparation and submission of GPB 2026 and AR 2025.	GPB 2026 and GAD AR 2025- Timely submission and endorsed GPB	150,000.00	Corporate Funds	GFPS



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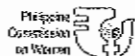
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PAGE 7 OF 11

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17	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	MOOE: 112,180 PS: 250,000 362,180.00	Corporate Funds	GFPS
18	Proclamation No. 1172: Declaring November 25 to December 12 of every year as the 18 Day Campaign to End Violence Against Women. Republic Act No. 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 PMDC employees on VAWC	PAP: MOOE PAP: Personnel Services	Conduct of Orientation on Magna Carta of Women (RA9710) and on Violence against Women and their children for all employees.	Participation of PMDC employees to strengthen the awareness and importance of 18 Day Campaign to End Violence Against Women. - All PMDC Employees Provision of info graphics materials to raise awareness of Violence against women and children - 2-3 infographics	MOOE: 12,720 PS: 250,000 262,720.00	Corporate Funds	GFPS and HRAD




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19	RA 11210 Section 4, Maternity Leave for Female Workers in the Public Sector RA 8187 SEC. 3 Paternity Leave	Women and men have specific gender needs that must be addressed and provided by the PMDC Management	Ensure that women and men employees who avail of maternity/ paternity/solo parent/ gynecological leave will be granted with full benefits	PAP: Personnel Services	Gynaecological, solo parent and maternity/paternity leave applications are approved and granted full benefits to women and men employees	100% Approval of leave applications filed by women and men employees - 1 male and 1 female	200,000.00	Corporate Funds	HRAD
20	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	600,000.00	Corporate Funds	GFPS
21	Lack of GAD Awareness and appreciation (Internal/newly hired personnel)	Lack of appreciation and awareness on the importance of GAD	To enhance awareness and appreciation of GAD	PAP: Personnel Services	GAD Orientation	GAD Orientation- 100% newly hired personnel GAD Orientation- 80% attendance of PMDC Employees	300,000.00	Corporate Funds	GFPS and HRAD

ATTRIBUTED PROGRAM



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PAGE 9 OF 11

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22				HERO ProgramPPGD 1995-2025Chapter 13- Environment and Natural Resources Management1.2.5- Poor living conditions of women and their children in mixing 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.		1,408,820.28	Corporate Funds	Community Relations
SUB-TOTAL						6,602,560.28	Corporate Funds	
TOTAL GAD BUDGET						6,602,560.28		

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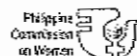
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Chairman, President and CEO

Date

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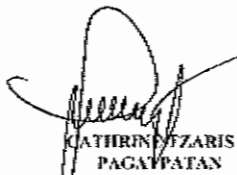
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