

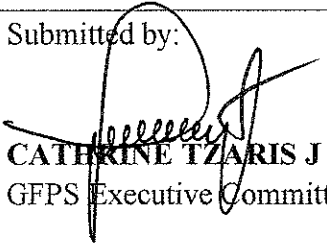


GAD AGENDA GAD STRATEGIC FRAMEWORK	
AGENCY:	
PHILIPPINE MINING DEVELOPMENT CORPORATION	
MANDATE:	
<p>Under the Presidential Memorandum dated April 9, 2003, the PMDC is primarily tasked to conduct and carry on the business of exploring, developing, mining, smelting, and producing, transporting, storing, distributing, exchanging, selling, disposing, importing, exporting, trading and promotion of gold, silver, copper, iron, and all kinds of mineral deposits and substances.</p> <p>The PMDC has also been specifically tasked by the Philippine government to implement the program of putting up a world class mine in Diwalwal, municipality of Monkayo, Compostela Valley province. The company was created for the purpose of, among others, addressing the environmental, health, social and economic well being of the occupants of the area, and to rationalize the mining and mineral processing operations in the reservation for greater efficiency, and to provide for adequate environmental protection and mine rehabilitation measures.</p> <p>While the original mandate focused on resolving conflicts in Diwalwal, the PMDC is also responding to the challenges of revitalizing the Philippine mining industry. The company does not intend to compete with privately-owned mining projects, but rather hopes to position itself as the catalyst for developing mining projects in areas where private investors find difficult to come in.</p>	
GAD VISION:	
By 2028, PMDC is sustainable mining firm generating bigger revenues for the State, embracing international standards in responsible mining, promoting progressive and resilient communities and advancing Gender Equality and Social Inclusion through its policies, programs, and projects.	
GAD MISSION:	
PMDC as the government's mining arm aims to generate revenues and promote progressive and resilient communities through gender responsive, social inclusive and responsible mining.	
GAD GOALS:	
<ol style="list-style-type: none">1. To integrate, attain and ensure gender-responsive governance and policy making2. To build competence of GFPS/CODI members and other relevant staff on GAD concepts and applications	



3. To adopt and implement a gender-responsive monitoring and evaluation system of Projects/Programs/Activities (PPAs)
4. To promote Gender Equality and Women Empowerment in the Workplace
5. To ensure inclusive participation of the community and other stakeholders in all levels of the development planning cycle (planning, management, implementation, monitoring, and evaluation) of PMDC's projects, plans, and designs
6. To plan, implement, monitor and evaluate gender-responsive and socially-inclusive community engagement
7. To develop and widely share IEC materials on Gender and Development

Submitted by:


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GFPS Executive Committee Head

Approved by:


ATTY. ALBERTO B. SIPACO, JR.
President and CEO

AGENCY:		PHILIPPINE MINING DEVELOPMENT CORPORATION																	
GAD GOAL:		To integrate, attain and ensure gender-responsive governance and policy making.																	
GENDER ISSUE / GAD MANDATE	GAD OUTCOME / RESULT STATEMENT	INDICATOR	BASELINE	RESPONSIBL E UNIT / OFFICE	YEAR 1 (2024)			YEAR 2			YEAR 3			YEAR 4			YEAR 5		
					TARGET	PPAs	ESTIMATED BUDGET	TARGET	PPAs	ESTIMATED BUDGET	TARGET	PPAs	ESTIMATED BUDGET	TARGET	PPAs	ESTIMATED BUDGET	TARGET	PPAs	ESTIMATED BUDGET
Limited integration of gender perspective in policies, programs and projects.	Integration of gender perspective in policies, programs and projects.	Number of gender- responsive policies issued, programs and projects implemented.	Zero (0)	HR/ GFPS/ Legal/ CODI	GFPS/Review Committee is capacitated to conduct review of existing company policies, programs and projects.	Capacity building on GAD Tools (HGDG and Gender Analysis) including Gender-Fair Language guidelines and application.		Review, revise, amend and approve twelve (12) existing policies issued	Conduct review, revisions, amendments and secure approval from the Board.		Comprehensive review, revise, amend and approve fifteen (15) existing policies issued	Conduct review, revisions, amendments and secure approval from the Board.		Comprehensive review, revise, amend and approve twenty (20) existing policies issued	Conduct review, revisions, amendments and secure approval from the Board.		Comprehensive review, revise, amend and approve twenty (20) existing policies issued	Conduct review, revisions, amendments and secure approval from the Board.	
								Integrate survey results in the design of major programs and projects. (Survey will be done by ComRel)			Integrate survey results in the design of major programs and projects.			Integrate survey results in the design of major programs and projects.			Integrate survey results in the design of major programs and projects.		
								Dissemination of approved policies programs and projects.			Integration of gender- responsive TORs, contracts, etc.			Integration of gender- responsive TORs, contracts, etc.			Integration of gender- responsive TORs, contracts, etc.		
								Integration of gender- responsive TORs, contracts, etc.			Ensure implementation and monitoring of gender responsive programs and projects			Ensure implementation and monitoring of gender responsive programs and projects			Ensure implementation and monitoring of gender responsive programs and projects		
																	Evaluation		
Absence of women in the Board of Directors	Women are represented in the Board of Directors.	Number of women in the Board of Directors	Zero (0)	GFPS/ Corporate Secretary	Present and seek approval from the Board for the inclusion of women as one of the members of the Board.	Benchmark with other GOCCs		Approved resolution on the inclusion of women as members of the Board submitted to the GCG.	Coordinate with the GCG on ways forward		One (1) woman representative in the Board.	Appointment of women in the Board. Lobby with OP		Two (2) women representatives in the Board.	Appointment of women in the Board. Lobby with OP		Three (3) women representatives in the Board.	Appointment of women in the Board.	

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AGENCY:		PHILIPPINE MINING DEVELOPMENT CORPORATION																		
GAD GOAL:		To build competence of GFPS/CODI members and other relevant staff on GAD concepts and application.																		
GENDER ISSUE / GAD MANDATE	GAD OUTCOME / RESULT STATEMENT	INDICATOR	BASELINE	RESPONSIBL E UNIT / OFFICE	YEAR 1			YEAR 2			YEAR 3			YEAR 4			YEAR 5			
					TARGET	PPAs	ESTIMATED BUDGET	TARGET	PPAs	ESTIMATED BUDGET	TARGET	PPAs	ESTIMATED BUDGET	TARGET	PPAs	ESTIMATED BUDGET	TARGET	PPAs	ESTIMATED BUDGET	
Limited exposure of GFPS members	Exposure of all GFPS members and other	Percentage of GFPS members and other			At least 40% of GFPS members and other	Participation to any of the IEC, community dialogue or consultation.		At least 50% of GFPS members and other	Participation to any of the IEC, community dialogue or consultation.		At least 60% of GFPS members and other	Participation to any of the IEC, community dialogue or consultation.		At least 80% of GFPS members and other	Site visits		100% of GFPS members and other relevant	Site visits		

and other relevant staff in field activities and actual operations.	relevant staff in field activities and actual operations.	relevant staff exposed to field activities and actual operations.	Five (5)	GFPS/PMD/ComRel	relevant staff are exposed in field activities and actual operations.	community dialogue or consultation.		relevant staff are exposed in field activities and actual operations.	Site visits		relevant staff are exposed in field activities and actual operations.	Site visits		relevant staff exposed in field activities and actual operations.	Participation in the planning of SDMP		staff are exposed in field activities and actual operations.	Participation in the planning and/or execution of SDMP	
Inadequate knowledge, appreciation and skills of GFPS/CODI members and concerned staff on Gender Mainstreaming	Enhanced knowledge and skills of GFPS/CODI members and concerned staff on Gender Mainstreaming	Increase number of trained and capacitated GFPS/CODI members and other concerned staff on Gender Mainstreaming	See attached list of attendees to trainings in CY 2023	GFPS/HRAD	80% of GFPS/CODI members and other concerned staff.	Attendance to trainings a. Community level tools b. SDD and Gender statistics Attendance on PCW webinars		80% of GFPS/CODI members and other concerned staff	Attendance to trainings a. Gender Responsive M&E b. Participatory Gender Audit Attendance on PCW webinars		25% of GFPS/CODI members and other concerned staff attended Miriam College	Attendance to trainings/summer institute in Miriam College Attendance on PCW webinars		80% of GFPS/CODI members and other concerned staff	Attendance in other seminars /courses Attendance on PCW webinars		At least one (1) GFPS GAD resource person in PMDC.	Attendance in other seminars /courses Attendance on PCW webinars Conduct GAD-related in-house seminars or trainings in PMDC.	

AGENCY: PHILIPPINE MINING DEVELOPMENT CORPORATION

GAD GOAL: To adopt and implement a gender-responsive monitoring and evaluation system of Projects/Programs/Activities (PPAs)

GENDER ISSUE / GAD MANDATE	GAD OUTCOME / RESULT STATEMENT	INDICATOR	BASELINE	RESPONSIBLE UNIT / OFFICE	YEAR 1			YEAR 2			YEAR 3			YEAR 4			YEAR 5		
					TARGET	PPAs	ESTIMATED BUDGET	TARGET	PPAs	ESTIMATED BUDGET	TARGET	PPAs	ESTIMATED BUDGET	TARGET	PPAs	ESTIMATED BUDGET	TARGET	PPAs	ESTIMATED BUDGET
Lack of knowledge and skills of GFPS members, and platform/system in the monitoring and evaluation of GAD Agenda.	GFPS members equipped with knowledge and skills, and implementation of platform/system in the monitoring and evaluation of GAD Agenda.	Established monitoring and evaluation of GAD Agenda	Zero (0)	GFPS/HRAD/IT	All GFPS members and concerned staff have attended GAD M & E trainings.	Participation to identified M & E trainings.		Drafting of M & E policy and guidelines.	Benchmark with NGAs and other GOCCs who are recipients of GADTimpala. Drafting of M & E system's policy and guidelines.		Creation of GAD database thru applicable platform. Pilot testing of the approved M & E system	GAD database Creation		Established monitoring and evaluation system of GAD Agenda.	Preliminary assessment Finalization of M & E System		Full implementation of the M & E	Implementation of the M & E Application of M & E on GAD Agenda Identify improvements (expansion or scaling up), if any	

AGENCY:		PHILIPPINE MINING DEVELOPMENT CORPORATION																	
GAD GOAL:		To promote Gender Equality and Women Empowerment in the Workplace																	
GENDER ISSUE / GAD MANDATE	GAD OUTCOME / RESULT STATEMENT	INDICATOR	BASELINE	RESPONSIBL E UNIT / OFFICE	YEAR 1			YEAR 2			YEAR 3			YEAR 4			YEAR 5		
					TARGET	PPAs	ESTIMATED BUDGET	TARGET	PPAs	ESTIMATED BUDGET	TARGET	PPAs	ESTIMATED BUDGET	TARGET	PPAs	ESTIMATED BUDGET	TARGET	PPAs	ESTIMATED BUDGET
Limited women experts in mining	Increase of women experts in mining employed by PMDC	Percentage of Women Experts employed by PMDC	33% of mining experts hired is a woman (2024)	HRAD; PMD	Increase of women experts internally (up to 35% of mining experts)	Promote continuing studies, training, and seminars for Women technical employees.		Continued growth in expertise of internal employees (maintain 35% of mining experts)	Benchmarking with other mining companies; Immerse women technical personnel to field projects; Scholarships		Increase of internal women experts from Year 2 (40%); Introduce Succession Planning	Continued studies, training, and field as part of PMDC's Succession Planning Program		Increase of women experts part of the PMDC personnel (45%)	Hire additional women experts for Projects in addition to internal experts from PMDC		50% of Experts are Women	Benchmarking with other mining companies; Immerse women technical personnel to field projects	
Lack of women in the clerical / general services level	Addition of Women employed in the clerical / general services level especially in the field	Percentage of women employed in the clerical / general services level especially in the field	0% of women employed in the field (2024)	HRAD; PMD	Pooling of women applicants in the Field clerical / general services level	Conduct of GAD awareness to community/triba l leaders.		Pooling of women applicants in the Field clerical / general services level	Conduct of GAD awareness to community/triba l leaders.		Increase of women in the Field clerical / general services level	Hire female employees as caretaker in the north davao and depot field office		Increase of Field clerical / general services level	Hire female employee as caretaker in the north davao and depot field office		50% of female employees in the field rank and file position.	Hire female employee as caretaker in the north davao and depot field office	

Lack of guidelines on Gender responsive Safety and Health Protocols	Guidelines on Gender responsive Safety and Health Protocols	Established guidelines on Gender responsive Safety and Health Protocols	No guidelines on Gender responsive Safety and Health Protocols	PMD; HRAD; DEPOT-Safety, Health and Environment (SHE)	Awareness of employees on safety and health in th workplace Capacitated Safety and Health Officers Draft and Finalization of Guidelines	Promote health and wellness activities, conduct safety orientation. Appointment or designation of female safety officers; Training on SHE Draft and approval of guidelines		Implementation of Gender responsive Safety and Health Guidelines	Continuous implementation of guidelines Evaluate the guidelines if there is improvement		Implementation of Gender responsive Safety and Health Guidelines	Continuous implementation of guidelines Evaluate the guidelines if there is improvement		Implementation of Gender responsive Safety and Health Guidelines	Continuous implementation of guidelines Evaluate the guidelines if there is improvement		Implementation of Gender responsive Safety and Health Guidelines	Continuous implementation of guidelines Evaluate the guidelines if there is improvement	
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AGENCY: PHILIPPINE MINING DEVELOPMENT CORPORATION

GAD GOAL: To ensure inclusive participation of the community and other stakeholders in all levels of the development planning cycle (planning, management, implementation, monitoring, and evaluation) of PMDC's projects, plans, and designs

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					TARGET	PPAs	ESTIMATED BUDGET	TARGET	PPAs	ESTIMATED BUDGET	TARGET	PPAs	ESTIMATED BUDGET	TARGET	PPAs	ESTIMATED BUDGET	TARGET	PPAs	ESTIMATED BUDGET
Absence of community and stakeholder participation in PIME which includes the partners / operators, Indigenous People, plant operators, Municipal LGUs, Baranggay LGUs, AFP and PNP	Active community and stakeholder participation in the planning and design, and implementation of PMDC GAD Efforts	1Number of women and men per sector who are able to participate which includes the partners / operators, Indigenous People, plant operators, municipal LGUs, Baranggay LGUs, AFP and PNP	Non-participation and appreciation of the partners / operators, Indigenous People, plant operators, Baranggay LGUs, AFP and PNP	PMD, COMREL, GFPS	Number of the total Partners/ Operators; Number of the client participants are women	Orientation on the existing relevant policies, programs and projects and consultation on the conduct of survey		Increase in number of women and men stakeholders per sector attending the validation	Profiling and Generation of SDDs of stakeholders (conduct of training for the barangays LGUs)		Increase in number of women and men stakeholders per sector	Profiling and Generation of SDDs of Partners/ Operators Conduct of community consultation on CDP		Number of women and men stakeholders per sector	Utilize Gender Analysis (GA Tools) on SDD Presentation of CDP to LGUs and other stakeholders/sec		Number of women and men stakeholders per sector	Presentation of proposals of the project designs with Gender Lens with the participation of the partners/ operators.	

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AGENCY:		PHILIPPINE MINING DEVELOPMENT CORPORATION																		
GAD GOAL:		To plan, implement, monitor and evaluation gender-responsive and socially-inclusive community engagement																		
GENDER ISSUE / GAD MANDATE	GAD OUTCOME / RESULT STATEMENT	INDICATOR	BASELINE	RESPONSIBL E UNIT / OFFICE	YEAR 1			YEAR 2			YEAR 3			YEAR 4			YEAR 5			
					TARGET	PPAs	ESTIMATED BUDGET	TARGET	PPAs	ESTIMATED BUDGET	TARGET	PPAs	ESTIMATED BUDGET	TARGET	PPAs	ESTIMATED BUDGET	TARGET	PPAs	ESTIMATED BUDGET	
Limited awareness and appreciation of GAD by women and men in the community	Enhanced awareness and appreciation of GAD by women and men in the community	Enhanced sharing of gender roles between women and men in the household and in the community.	Extremely limited awareness and appreciation of GAD by men and women in the community.	Community Relations	Community Relations Unit GFPS	Conduct Trainors training of community based Gender Sensitivity Training and How to conduct FGD for Grassroots		25 men 25 women	Conduct GST Deepening Session in Brgy. Naboc and Brgy. Tubo-tubo (Inhouse speaker)		15 men 15 women	Assess the effects of the GST Session on the participants of Brgy. Naboc and Brgy. Tubo- tubo (FGD)		1 KP/IEC Materials	Creation of the Knowledge Products about GST		1 external clients	Identify GST Champions among external clients and further capacitate them.		
		Lesser incidents of Gender based violence.		GFPS	25 men 25 women															Conduct Gender Sensitivity Training in Brgy. Naboc & Brgy. Tubo-tubo (speaker from outside or hire resource person)
		Traditional gender norms are minimized.																		

Inadequate competence of Comrel staff in gender responsive grassroots research	Enhance competence of Comrel staff in gender responsive grassroots research	10 Comrel Staff trained on gender responsive grassroots research	0	Community Relations PMD	6 staff Community Relations Unit	Conduct training on how to do gender responsive grassroots research Conduct training on how to do FGD as part of the survey		10 Comrel Staff facilitates	Facilitate the conduct of validation of survey results in the community. Document the proceedings of the validation activity.		1 KP-IEC materials, 1 article in newsletter	Utilization of the survey result for development of KP-IEC Materials			Implementation of interventions based on the survey result in coordination with the other units		Assessment of the effects of PMDC intervention based on the result of the survey		
Inadequate services and facilities that improves socio-economic well-being of the community	Adequate services and facilities that improves socio-economic well-being of the community	Improves socio-economic well-being on the community	Lack of services and facilities for socio-economic improvement.	Community Relations		Implement the existing approved socio-economic services (HERO) in the community Assess the implemented socio-economic services in the community thru FGD			Implement the enhanced socio-economic services and facilities in the community Assess the implemented socio-economic services in the community thru FGD			Implement socio-economic services and facilities in the community with enhancement out of the survey results Assess the implemented socio-economic services in the community thru FGD			Implement the enhanced socio-economic services and facilities in the community Assess the implemented socio-economic services in the community thru FGD		Implement the enhanced socio-economic services and facilities in the community Assess the implemented socio-economic services in the community thru FGD		
Limited participation of women in	More participation of women in	Increase number of women	Less number of		All government and non-government organizations	Collect data regarding sex composition of leadership in government. Sex composition of leaders in government and non government organizations			Conduct of Capacity		Number of participants from the barangay LGUs and women and men in the community including women organizations.	Formulate interventions to address the constraints on women's leadership in collaboration with the Barangay LGUs and women and men in the communities		3 Capacity	Strengthening of the Women's Association through implementing additional Capacity Building and Leadership Trainings		Increase number of women leaders in government and non-government organizations	Lobbying for womens leadership in	

decision-making and leadership at the community level	decision-making and leadership at the community level	participating in decision-making and leadership at the community level	women in leadership and decision-making roles	Community Relations	1 FGD in Womens Associations	Conduct Focus Group Discussion to know the reasons and factors of less participation of women in decision making and leadership		20 women	Building on gender responsive leadership		1 KP's	Drafting of evaluation report of the effect of the implemented PPA's		Building implemented to the womens association	Implementation of interventions		Additional women membership in the BDC	government and non-government organizations.	
					1 FGD Report	Analysis of result of the FGD													

Limited employment and livelihood opportunities of women in the community	More employment and livelihood opportunities of women in the community	Increase of number of employed women in the community	Number of unemployed women in the community	COMREL, HR, PMD	1 KP's (survey result)	Identification of employment and livelihood needs of women in the community		2 implemented livelihood trainings for identified women beneficiaries	Implementation of livelihood identified trainings for women beneficiaries		1 established Livelihood Project in the community	Linkaging and collaboration of the women beneficiaries of the livelihood training to other government offices and stakeholders for funding		1 draft Monitoring and Evaluation tools	Draft monitoring and evaluation tools and activities for sustainable livelihood project.		1 monitoring and evaluation assessment report	Continous monitoring, evaluation and assessment of the livelihood project	
						Identification of women beneficiaries for livelihood opportunities and employment								2 implemented technical assistance through capacity building	Continous technical assistance to the livelihood project (capacity bulding for financial manangement, simple bookkeeping and others)		1 Sustainability Plan		

Absence of guidelines in Planning, Implementation, Monitoring and Evaluation of a gender-responsive, socially-inclusive HERO, CDP and SDMP	To establish guidelines in Planning, Implementation, Monitoring and Evaluation of a gender-responsive, socially-inclusive HERO, CDP and SDMP	Presence of guidelines for planning, implementation, Monitoring and Evaluation of a gender-responsive, socially-inclusive HERO, CDP and SDMP	No guidelines for planning, implementation, Monitoring and Evaluation of a gender-responsive, socially-inclusive HERO, CDP and SDMP	CSR, PMD	1 refresher training in Gender analysis and PIMME Tools for GFPS and TWG	Conduct training for the GFPS on gender analysis and PIMME tools		1 training for the GFPS in creating gender-responsive KPI (guidelines for HERO, CDP and SDMP)	Conduct technical training on creating gender-responsive KPI		1 draft gender-responsive PIME guidelines for a gender-responsive, socially-inclusive HERO, CDP and SDMP	Draft gender-responsive guidelines in Planning, Implementation, Monitoring and Evaluation of a gender-responsive, socially-inclusive HERO, CDP and SDMP		1 gender responsive guidelines in Planning, Implementation, Monitoring and Evaluation for HERO, CDP and SDMP used	Utilized the draft gender-responsive guidelines in Planning, Implementation, Monitoring and Evaluation of a gender-responsive, socially-inclusive HERO, CDP and SDMP		1 revised gender-responsive guidelines for HERO, SDMP and CDP	Revised the guideline if there is a need upon evaluation.	
								1 technical training for creating a gender-responsive PIMME guidelines for the GFPS	Conduct training for the GFPS on creating gender-responsive PIMME guidelines					1 reviewed gender responsive guidelines in Planning, Implementation, Monitoring and Evaluation for HERO, CDP and SDMP	Review and evaluate the effectivity of the gender responsive guidelines		Utilization of gender-responsive guidelines for HERO, SDMP and CDP	Continue utilizing the gender-responsive guidelines in Planning, Implementation, Monitoring and Evaluation of a gender-responsive, socially-inclusive HERO, CDP and SDMP	

AGENCY: PHILIPPINE MINING DEVELOPMENT CORPORATION

GAD GOAL: To develop and widely share IEC materials on Gender and Development

GENDER ISSUE / GAD MANDATE	GAD OUTCOME / RESULT STATEMENT	INDICATOR	BASELINE	RESPONSIBL E UNIT / OFFICE	YEAR 1			YEAR 2			YEAR 3			YEAR 4			YEAR 5		
					TARGET	PPAs	ESTIMATED BUDGET	TARGET	PPAs	ESTIMATED BUDGET	TARGET	PPAs	ESTIMATED BUDGET	TARGET	PPAs	ESTIMATED BUDGET	TARGET	PPAs	ESTIMATED BUDGET
Lack of IEC materials and Knowledge Products on GAD	Sufficient IEC materials and Knowledge Products on GAD	Number and types IEC and KPs on GAD produced, developed, and share	Limited GAD IEC materials and KPs	Community Relations Officer	3 trainings attended	Participate in GAD Trainings (Gender fair language, GST and other)		3 trainings attended	Participate on more GAD training for more equipping		2 IEC materials or KPs revised or produced	Review and revise existing IEC Materials and KPs		Regular posting in the website and social media for dissemination	Utilized and update website and social media to disseminate GAD IEC		Regular posting in the website and social media for dissemination	Continuous utilization and updating of website and social media to disseminate GAD IEC	
											1 module for community	Developed GST modules for communities		1 additional KPs	Developed more knowledge product to share and to disseminate		1 additional KPs (videos, pamphletes)	Developed more knowledge product to share and to disseminate	
								2 IEC materials or KPs revised or produced	Review and revise existing IEC Materials and KPs		Regular posting in the website and social media for dissemination	Utilized and update website and social media to disseminate GAD IEC					1 Assessment Result Report	Assessment of the impact of GAD IEC and KPs	