



**COMMENTS ON THE ANNUAL GAD ACCOMPLISHMENT REPORT
FY 2024**

Organization: Metals Industry Research and Development Center

Organization Category: National Government, Attached Agency

Organization Hierarchy: Department of Science and Technology, Metals Industry Research and Development Center

Total Budget/GAA of Organization:	226,670,000.00		
Actual GAD Expenditure	14,998,000.00	Original Budget	14,636,172.97
		% Utilization of Budget	102.47
Actual GAA Expenditure	14,998,000.00	Original GAA Allocation	14,636,172.97
		% Utilization of Original	102.47
% of GAD Expenditure:	5.00%		

Thank you for submitting your FY 2024 Gender and Development (GAD) Accomplishment Report [AR]. Please address our comments and observations below, for its enhancement:

1. To validate, may we request for evidence of accomplishments/means of verification (MOVs) to be uploaded in Column 11 (Row1 and 2)
2. Please clarify status if done or partially done. (Row 3)
3. Please provide status report as of 2024 including the actual budget utilized for the Attributed Program: Training on Metalworking processes and other productivity programs (NCR and other regions).
4. If the proposed GAD activities were not implemented, please consider as NOT DONE and explain why so. If the actual activity provided is not included in the proposed activities, please mark as "Unplanned Activity" in Actual Result column and indicate in the Variance/Remarks column why the unplanned activity was carried out instead of the proposed activities.

Philippine Commission on Women

March 26, 2025

Please note that this is already the first pass review. As stated in the Section 2.2 of MC No. 2024-05: Submission of FY 2024 GAD Accomplishment Report:

"Once received, the PCW will review the GAD AR within 22 working days. A maximum of two (2) passes of review will be undertaken by the PCW on the submitted GAD AR. This means that the first set of comments, observations, and remarks in the first pass, if there are any, should be considered/responded to in the second/final submission of the agency. Agencies will be given 22 working days upon return of their GAD AR, to address and revise the report based on the comments provided. The second/final GAD submission will be the basis for the final comments, observations, and remarks."

Kindly incorporate the requested changes in the GAD AR and send the enhanced document to PCW which will be the basis in determining our final observations and remarks for the second and final pass review. Kindly return the enhanced document on or before 2 May 2025. Thank you.

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done and uploaded necessary documents as required. thank you

Gender Issue /Gad Mandate (1)	Cause of Gender Issue (2)	GAD Result Statement/GAD Objective (3)	Relevant Organization MFO/PAP or PPA (4)	GAD Activity (5)	Performance Indicators / Targets (6)	Actual Result (Output/Outcomes) (7)	Total Agency Approved Budget (8)	Actual Cost /Expenditure (9)	Remarks (10)
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ORGANIZATION-FOCUSED ACTIVITIES

	Gender Issue /Gad Mandate (1)	Cause of Gender Issue (2)	GAD Result Statement/GAD Objective (3)	Relevant Organization MFO/PAP or PPA (4)	GAD Activity (5)	Performance Indicators / Targets (6)	Actual Result (Output/Outcomes) (7)	Total Agency Approved Budget (8)	Actual Cost /Expenditure (9)	Remarks (10)
1	Proclamation No. 224 s. 1988: declaring the first week of March each year as Women's Week and March 8 as Women's Rights and International Peace Day; - Proclamation No. 227 s. 1988 providing for the observance of the Month of March as Women's Role in History; and - R.A. 6949 s. 1990 declaring March 8 of every year as National Women's Day	As mandated for law	To increase the awareness of MIRD employees on women's issues in line with the theme of the National Women's Month theme to provide fair and fitting recognition to Filipino Women's contribution to society	PAP: HRD Services	Attendance to activities relevant to the annual celebration of National Women's month such as but not limited to (1) National women's month celebration (2) DOST women's month celebration	<p>No. of employees attended the DOST women's month celebration and its related activities - 100 employees (60 female, 40 male) attended the DOST women's month celebration and its related activities</p> <p>No. of employees attended the national women's month celebration and its related activities - 30 employees (20 female, 10 male) attended the DOST women's month celebration and its related activities</p> <p>No. of GAD related seminars/trainings conducted - 3 GAD related trainings/seminars conducted</p> <p>No. of employees attended GAD related seminars/trainings conducted - 19 (10 Female and 9 Male) officials and employees and 120 employees attended GAD related trainings/seminars conducted</p>	<p>34 Female and 6 Male attended the DOST Women's Month Celebration (Kick off activity) held last March 01, 2024</p> <p>1 female attended the international day of women and girls in science celebration held last Feb 12, 2024</p> <p>conducted 1 GAD executive Briefing last April 18, 2024, 1 Gender Sensitivity Training on April 18, 2024 and 1 Gender Analysis with Harmonized Gender and Development Guidelines (HGDG) training on April 19, 2024.</p> <p>A total of 19 participants (10 female and 9 male) attended the GAD executive briefing, 83 employees (34 female and 49 male) attended the gender sensitivity training, and 24 employees (9 female and 15 male) attended the Gender Analysis with HGDG training</p>	322,400.00	500,000.00	There were 3 additional programs added as part of the women's month celebration although it was held after the month of March. a variance of 177,600 was noted due to additional expenses concurred

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COMMENTS:

Column 11: [Mar 26 2025 10:34:23 AM]: *Please provide additional MOVs as evidence of accomplishment of the GAD Activity such as Attendance sheets, Brief Report with Photo Documentations and liquidation report. Only the transmittal of attendance was attached and the estimated budget.*

Dionathel C. Caliz

2	Low (20%) representation of women on Top Management Posts	Limited training opportunities for female employees to qualify for top management posts	To increase the number of potential female employees that will attend leadership training opportunities	Internal Indicators: Learning and Growth Perspective	Attendance of female employees in trainings especially on management and leadership skills training among others	No. of female participants attended supervisory/leadership training programs - 25 female participants attended supervisory/leadership training program	2 employees (1 male 1 female) attended supervisory/leadership training programs (training on the 4Cs of Change Management or Leaders October 16-17, 2024, and Succession Planning for Leaders on July 15, 2024)	400,000.00	25,000.00	
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COMMENTS:

Column 11: [Mar 26 2025 10:34:39 AM]: *Please provide evidence of accomplishments/means of verification (MOVs) to be uploaded in this column.*

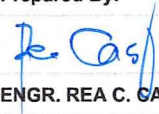
Dionathel C. Caliz

ATTRIBUTED PROGRAM

	Gender Issue /Gad Mandate (1)	Cause of Gender Issue (2)	GAD Result Statement/GAD Objective (3)	Relevant Organization MFO/PAP or PPA (4)	GAD Activity (5)	Performance Indicators / Targets (6)	Actual Result (Output/Outcomes) (7)	Total Agency Approved Budget (8)	Actual Cost /Expenditure (9)	Remarks (10)
3					Training on Basic Metalworking processes and other productivity programs (NCR and regions)		Advertising Expenses 20,000.00 (regular and project-based) 3,197,989.29 Personnel Salaries of Engineers and technicians (RS) (regular and project-based) 9,963,783.68 Travel Funds 437,000.00 Supplies and Materials 150,000.00 Equipment Rental 80,000.00 Postage deliveries Transportation (Freight and Hauling) 40,000.00 Printing and Binding 25,000.00	20,000.00 3,411,793.32 9,963,783.68 618,340.00 314,083.00 80,000.00 40,000.00 25,000.00	there is a variance of 559,227.03 due to increase in the agency budget at the end of the year. The program is DONE But will still be included in our GPB 2026 since this is an agency mandated program. See PIMME for status of program	

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SUB-TOTAL							14,636,172.97	14,998,000.00	GAA
TOTAL							14,636,172.97	14,998,000.00	

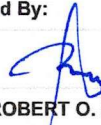
Prepared By:



ENGR. REA C. CASTRO

GFPS-TWG Chairperson

Approved By:



ENGR. ROBERT O. DIZON

GFPS Chairperson, Executive Director MIRD

Date