

Received Original:

Sig. J. CastroDate 1/31/25ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET  
FY 2025

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: 284,831,000.00

Total GAD Budget 14,724,940.72

Primary Sources 14,724,940.72

Other Sources 0.00

% of GAD Allocation: 5.17%

	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
ORGANIZATION-FOCUSED ACTIVITIES									
1	Annual observance of the 18-Day Campaign to End Violence Against Women (VAW) in accordance with Proclamation 1172, series of 2006 Declaring November 25 to December 12 of every year as the 18-Day Campaign to End VAW	Limited awareness of MIRDC employees on their role in the goal of protecting human rights of women and girls by through upholding the MIRDC 's commitment to address all forms of gender-based violence.	To increase awareness and encourage participation and involvement of MIRDC employees in the campaign to end VAW.	MFO: General Administration and Support Services	Conduct of activity in MIRDC in support of the 18-day campaign to end VAW, and attend or participate in the activities organized by other DOST-attached agencies	No. of End VAWC activities per year-- at least 1 GAD activity per year (attended or conducted)  No. of participants attended End VAWC activities - -at least 50 (35 females and 15 males) participants attended	350,000.00	GAA	GFPS



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2	Low (20%) representation of women on Top Management Posts	Limited training opportunities for female employees to qualify for top management posts	To attain at least 5% increase in the number of potential female employees that will attend leadership training opportunities	MFO: 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- at least 25 female participants attended supervisory/leadership training program	450,000.00	GAA	HR
3	The adoption of gender mainstreaming as a strategy aims to promote women's human rights and eliminate gender discrimination by integrating gender perspectives into planning, budgeting, monitoring, and evaluation for Gender and Development (GAD) (as outlined in MCW Section 36).	Gender Mainstreaming in MIRDC is not yet fully institutionalized	To mainstream GAD in MIRDC systems, structures, policies, programs, processes and procedures	MFO: General Administration and Support Services	GFPS to conduct regular GAD meetings and GAD assessment	No. of GFPS meetings conducted- 1 GFPS meeting conducted by 1st quarter of the year	5,000.00	GAA	HR and other delivery units



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4	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	The need to highlight the importance of the role of women in Science and Technology. As mandated for law	To increase awareness among MIRDC employees about the vital role of women in Science and Technology and to encourage active participation and involvement in the celebration of Women's Month	MFO: general Administration and Support Services	Attendance to activities relevant to the annual celebration of National Women's month such as but not limited to: ( ) National Women's Month celebration	No. of employees attended the National Women's Month celebration and its related activities- at least 30 employees (20 female, 10 male) attended the DOST women's month celebration and its related activities  No. of employees attended the DOST Women's Month celebration and its related activities -- at least 50 employees (35 female, 15 male) attended the DOST Women's Month celebration and its related activities	350,000.00	GAA	GFPS

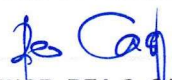
#### ATTRIBUTED PROGRAM



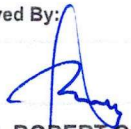


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TOTAL GAD BUDGET						14,724,940.72		

Prepared By:

  
**ENGR. REA C. CASTRO**  
 Officer-In-Charge, PMD

Approved By:

  
**ENGR. ROBERT O. DIZON**  
 Executive Director III

Date

01/24/2025

Metals Industry Research and Development Center



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THIS IS TO CERTIFY THAT THIS DOCUMENT HAS BEEN  
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ENGR. REA C. CASTRO  
 OFFICER-IN-CHARGE, PMD

ENGR. ROBERT O. DIZON  
 EXECUTIVE DIRECTOR III



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