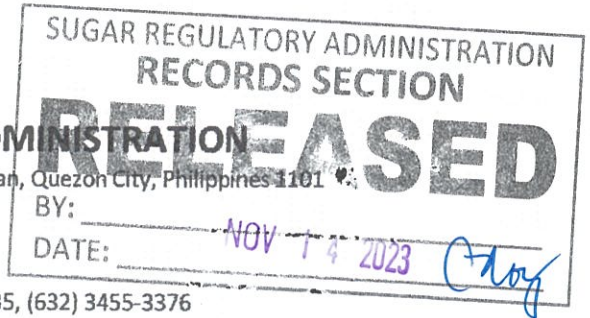




Republic of the Philippines  
Department of Agriculture

## SUGAR REGULATORY ADMINISTRATION

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MEMO-SRAGAD-2023-Nov-004

November 6, 2023

### MEMORANDUM CIRCULAR NO. 11 Series of 2023

**TO :** ALL DEPARTMENTS, DIVISIONS, SECTIONS, UNITS,  
OFFICES, AND FIELD STATIONS  
SRA AND SIDA COMMITTEES, GADFPS

**SUBJECT :** IMPLEMENTATION OF THE 6-YEAR SRA GAD AGENDA  
FROM THE CALENDAR YEAR 2024 TO 2029

**WHEREAS**, Section 14, Article II of the 1987 Constitution declares the State policy that recognizes the role of women in nation-building, and ensures the fundamental equality before the law of women and men;

**WHEREAS**, Republic Act No. 7192, the Women in Development and Nation Building Act, which was signed into law on February 12, 1992, promotes and ensures the integration of women as full and equal partners of men in development and nation-building;

**WHEREAS**, Executive Order No. 273 dated September 8, 1995, the Philippine Plan for Gender-Responsive Development (PPGD) 1995-2025, is a long-term plan to fully integrate gender and development (GAD) concerns into the whole development process. It holds all heads of government agencies, with the assistance of their respective GAD Focal Point System (GFPS), primarily responsible for the institutionalization and mainstreaming of GAD in their agencies;

**WHEREAS**, Republic Act No. 9710, the Magna Carta of Women (MCW), approved on August 14, 2009, reinforces the role of women in nation-building, promotes empowerment of women, and ensures equal opportunities and access for women and men to resources and development results and outcome. It endeavors to eliminate discrimination against women in keeping with the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and other international instruments through the development of plans, policies, programs, measures, and mechanisms to address discrimination and inequality in the economic, political, social, and cultural life of women and men;

**WHEREAS**, the Philippine Commission on Women (PCW), through Memorandum Circular No. 2018-04, provides the guidelines and procedures in the formulation,



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implementation, monitoring, and evaluation of the multi-year GAD Agenda as the basis for the annual GAD Plans and Budgets of agencies. It will provide agencies with direction in setting and monitoring their GAD initiatives toward the achievement of gender equality and women's empowerment (GEWE) goals;

**WHEREAS**, the SRA GAD Focal Point System (GADFPS) prepares a GAD Agenda in compliance with PCW Memorandum Circular No. 2018-04;



**WHEREAS**, the SRA GAD Agenda is the 6-year (2024 - 2029) term plan of the Sugar Regulatory Administration that lays out the action plans of the agency to close the gender gaps between women and men in the sugarcane industry through effective and efficient gender mainstreaming. This will serve as a guide in the formulation of the SRA's annual Gender Plan and Budget (GPB) starting in 2024 until 2029;

**WHEREAS**, the SRA GAD Agenda recognizes the various commitments of the Philippine government to advance women's rights and eliminate gender discrimination under various gender-related laws, notably, the Philippine Plan for Gender Responsive Development (1995-2025), the Beijing Platform for Action (the resulting document from the Fourth World Conference on Women in Beijing, China in 1995 adopted by the United Nations), Women in Development and Nation Building Act (Republic Act No. 7192), Anti-Sexual Harassment Act of 1995 (Republic Act No. 7877), Anti-Violence Against Women and their Children Act of 2004 (Republic Act No. 9262), Safe Spaces Act (Republic Act No. 11313) and the Magna Carta of Women (Republic Act No. 9710);

**WHEREAS**, under Section 36 of Republic Act No. 9710, otherwise known as the Magna Carta of Women (MCW), SRA shall adopt gender mainstreaming as a strategy to promote women's rights and eliminate gender discrimination in the industry's systems, structures, policies, programs, processes, and procedures. To fulfill this mandate, SRA GADFPS has formulated the GAD Strategic Framework and GAD Strategic Plan;

**NOW, THEREFORE**, it is hereby resolved, to approve and execute the 6-Year (2024-2029) SRA GAD Agenda in all SRA and SIDA policies, programs, and activities as shown in the attachment hereof starting January 1, 2024 until December 31, 2029;

**RESOLVED, FURTHER**, that all concerned Deputy Administrators, Managers, Division Chiefs, SIDA and other Committee Heads, Section Chiefs, Officers-In-Charge, and Chairperson of GAD Focal Point System (GFPS) shall ensure the proper dissemination and implementation of this Memorandum Circular.

  
**PABLO LUIS S. AZCONA**  
Administrator and Chief Executive Officer  




**SRA**  
**GAD**  
**AGENDA**  
**(2024-2029)**

## **GENDER ISSUES IN SUGARCANE PRODUCTION**

Modernization of farm practices could improve production efficiency; however, lack of access to technology and information, outdated technical skills, and limited resources remain to be greater challenges for small sugarcane farmers, especially rural women. According to 2013 data of DAR, rural women comprised only 29% of the total number of 2,303,454 agrarian reform beneficiaries (ARBs) provided with Certificate of Land Ownership Award. Aside from gender issues on land ownership, women living in rural areas are disproportionately affected by poverty and food & water insecurity as a consequence of discrimination they encounter when it comes to the following:

- Household or farm income
- Access to farm machinery
- Access to extension services and training
- Education and health
- Access to resources and services to improve productive and reproductive work
- Control over resources
- Participation in decision-making

In addition to these identified gender gaps, women in sugarcane farms and mills/refineries, including bioethanol plants, have limited knowledge about their development roles in nation-building as embodied in the Republic Act No. 9710, otherwise known as the Magna Carta of Women (MCW) and protection rights under the Republic Act No. 9262 or the Anti-Violence Against Women and their Children (VAWC) law, Republic Act No. 11313 or the Safe Spaces Act, and other gender-based laws.

To address these disparities in gender relations of women and men in sugarcane production, the Sugar Regulatory Administration (SRA), as a government arm responsible for promoting the general welfare of small sugarcane farmers and other marginalized stakeholders in the industry, strives to achieve the following aspirations:

- ✓ Enhance the agricultural production capacity of both rural women and men.
- ✓ Increase women's access to and control over agricultural technologies.
- ✓ Encourage more women to adopt new technologies or high-yielding crops.
- ✓ Increase the involvement of women in agricultural decision-making.
- ✓ Increase the proportion of women who receive credit assistance.
- ✓ Improve the leadership capacity of rural women involved in farmer's organizations, cooperatives, and other similar groups.

These goals aim to empower women and men in rural communities by giving them greater access to resources and opportunities in the agricultural sector, and by increasing their participation in decision-making processes.

Further, SRA is committed to raising the level of knowledge by equipping women and men with the appropriate and right information regarding gender and development (GAD) as it relates to production efficiency in the household, sugarcane farms, and the workplace.

## **SRA GAD AGENDA (2024 – 2029)**

The SRA GAD Agenda is the 6-year (2024 – 2029) term plan of the Sugar Regulatory Administration that lays out the action plans of the agency to close the gender gaps between women and men in the sugarcane industry through effective and efficient gender mainstreaming. This will serve as a guide in the formulation of the SRA's annual Gender Plan and Budget (GPB) starting in 2024 until 2029.

The 6-year term SRA GAD Agenda is a product of the Gender Mainstreaming Evaluation Framework (GMEF) validation report conducted by the Philippine Commission on Women (PCW) from October 20 to 29, 2021 when SRA received a notable increase in the score from **27.65** baseline score to **35.1** in the updating and showed a remarkable increase in score which, in turn, also increased the overall level from level 1 in 2019 to level 2 in 2020 (Installation of Strategic Mechanisms). The SRA GAD Agenda is also an offshoot of various planning sessions attended by GAD Focal Point System (GFPS) members:

- SRA-GAD Agenda Formulation Workshop, April 9-11, 2019, Newtown Plaza Hotel, Baguio City
- SRA-GAD Focal Point System GST Module Harmonization and Assessment Workshop, August 21-22, 2019, Loiza Pavilion, Malaybalay, Bukidnon
- GAD Agenda: Formulating the GAD Strategic Framework and GAD Strategic Plan November 18, 2021 via Zoom
- Review and Finalization of SRA GAD Agenda June 13-14, 2022, SRA Social Hall, Quezon City
- SRA-GAD Trainers' Training, June 28 – 30, 2023, Microtel UP Technohub, Q.C.

The SRA GAD Agenda recognizes the various commitments of the Philippine government to advance women's rights and eliminate gender discrimination under various gender-related laws, notably, the Philippine Plan for Gender Responsive Development (1995-2025), the Beijing Platform for Action (the resulting document from the Fourth World Conference on Women in Beijing, China in 1995 adopted by the United Nations), Women in Development and Nation Building Act (Republic Act No. 7192), Anti-Sexual Harassment Act of 1995 (Republic Act No. 7877), Anti-Violence Against Women and their Children Act of 2004 (Republic Act No. 9262), Safe Spaces Act (Republic Act No. 11313 ) and the Magna Carta of Women (Republic Act No. 9710).

Under Section 36 of Republic Act No. 9710, otherwise known as the Magna Carta of Women (MCW), SRA shall adopt gender mainstreaming as a strategy to promote women's rights and eliminate gender discrimination in their systems, structures, policies, programs, processes, and procedures. To fulfill this mandate, SRA has formulated these GAD Strategic Framework and GAD Strategic Plan:

## GAD STRATEGIC FRAMEWORK

<b>AGENCY:</b>
SUGAR REGULATORY ADMINISTRATION
<b>MANDATE:</b>
<p>The legal mandate of SRA is embodied in Executive Order No. 18 dated May 28, 1986, creating the Sugar Regulatory Administration. It states that the policy of the State is to promote the growth &amp; development of the sugar industry through greater participation of the private sector and to improve the working conditions of the laborers.</p> <p>RA 10659 or the Sugarcane Industry Development Act of 2015 further declares the policy of the State to promote the competitiveness of the sugarcane industry, maximize the utilization of sugarcane resources, and improve the incomes of farmers and farm workers, through improved productivity, product diversification, job generation, and increased efficiency of sugar mills.</p> <p>RA 9367 or the Biofuels Act of 2006 mandated SRA as a member of the National Biofuel Board (NBB) to develop and implement policies supporting the Philippine Biofuel Program and ensure the bioethanol feedstock supply and security of domestic sugar supply.</p>
<b>GAD VISION:</b>
By 2029, the SRA and its partner beneficiaries shall achieve gender equality and women empowerment
<b>GAD MISSION:</b>
To institutionalize gender mainstreaming through efficient and effective implementation of gender-responsive PAPs for the internal and external beneficiaries and other stakeholders
<b>GAD GOALS:</b>
<ol style="list-style-type: none"><li>1. To strengthen Gender Mainstreaming in the agency amidst changing and emerging situations</li><li>2. To improve access to benefits and opportunities for women and children and marginalized sugarcane stakeholders to SRA's PAPs</li><li>3. To strengthen the GAD consciousness of the agency's internal and external stakeholders toward a gender-responsive sugarcane industry</li></ol>

GAD Strategic Plan

GOAL 1: To strengthen Gender Mainstreaming in the agency amidst changing and emerging situations

Gender Issue/GAD Mandate	GAD Outcome/Result Statement	Indicator	Baseline	Responsible Unit/Office	Year 1 (2024)		Year 2 (2025)		Estimated Budget
					Target	PAPS	Target	PAPS	
<p>Policies and PAPS do not fully integrate gender perspectives and dimensions</p>	<p>Integration of gender perspective in SRA and SIDA policies, programs and activities; Revision of certain office policies to adopt the use of gender-fair language</p>	<p>No. of SRA and SIDA programs with integrated gender perspectives and dimensions</p>	<p>0</p>	<p>GAD GFPS/Sugar Board/Office of the Administrator/ppspb/SIDA Program Implementers</p>	<p>1 Review /Assessments on the existing policies of SRA projects &amp; activities and SIDA programs</p>	<p>Conduct of Review/Assessments on the existing policies of SRA projects &amp; activities and SIDA programs such as but not limited to Block Farming and Scholarship to include gender and development perspectives</p>	<p>1 Review /Assessments on the existing policies of SRA projects &amp; activities and SIDA programs</p>	<p>Conduct of Seminar and Training on gender mainstreaming in policy formulation of RDE (SIDA) Programs and Projects, for Policy Formulators &amp; Implementers)</p>	<p>Php 700,000.00</p>
<p>Republic Act No. 10028 "Expanding Breast Feeding Promotion Act of 2009"</p>	<p>Provision of safe area/section for lactating mothers at SRA Bacolod and Quezon City (SRA women employees and women clients)</p>	<p>No. of allocated lactating areas/sections</p>	<p>1</p>	<p>GFPS/Administrative and Finance Dept.</p>	<p>Partial compliance to RA 10028 "Expanding Breast Feeding Promotion Act of 2009" or installation of one (1) lactating area/section in Quezon City</p>	<p>Issuance of policy on the installation of one (1) Lactating area/section in Quezon City including the Guidelines on the proper usage of Lactating area/section</p>	<p>Partial compliance to RA 10028 "Expanding Breast Feeding Promotion Act of 2009" or installation of one (1) lactating area/section in Bacolod City</p>	<p>Issuance of policy on the installation of one (1) Lactating area/section in Bacolod City including the Guidelines on the proper usage of Lactating area/section; Construction of one (1) Lactating area/section; Maintenance of one (1) Lactating area/section in Quezon City</p>	<p>Php 500,000.00</p>

GAD Strategic Plan

GOAL 1: To strengthen Gender Mainstreaming in the agency amidst changing and emerging situations

Gender Issue/GAD Mandate	GAD Outcome/Result Statement	Indicator	Baseline	Responsible Unit/Office	Year 1 (2024)		Year 2 (2025)		Estimated Budget	
					Target	PAFS	Target	PAFS		
					Estimated Budget	PAFS	Target	PAFS		
Republic Act No. 6972 or the establishment of Day Care Centers	Provision of safe facilities for children of SRA employees brought in the workplace	No. of allocated child minding area/facilities	0	0 GFPS/Administrative and Finance Dept	Partial compliance to Republic Act No. 6972 or establishment of 1 Day Care Centers	Issuance of policy on the installation of one (1) child minding area in Quezon City, including the Guidelines on the proper usage; Construction of one (1) child minding area	Full compliance to Republic Act No. 6972 or the establishment of Day Care Centers	Issuance of policy on the installation of one (1) child minding area in Bacolod City, including the Guidelines on the proper usage; Construction of one (1) child minding area; Partial operational and Maintenance of one (1) child minding area in Quezon City	Php500,000.00	Php1,000,000.00
PCW Memorandum Circular No. 2014-05; Adoption and Generation of Data Support to the Magna Carta of Women Indicators	Optimize the utilization of SRA GAD Sex-disaggregated data	No. of GAD personnel hired / No. of GAD SDD Database created and maintained	2	2 GFPS, Administrative and Finance Dept.	Partial (50%) GAD database created and maintained	Hiring of GAD personnel & in Quezon City and Bacolod and 1 IT Personnel / Partial generation and maintenance of sex disaggregated data (SDD) of SRA employees, COS and sugar industry stakeholders	Partial (70%) GAD database created and maintained	Hiring of GAD personnel & in Quezon City and Bacolod and 1 IT Personnel / Partial generation and maintenance of sex disaggregated data (SDD) of SRA employees, COS and sugar industry stakeholders	Php1,170,000.00	Php1,194,000.00



**GAD Strategic Plan**

**GOAL 1: To strengthen Gender Mainstreaming in the agency amidst changing and emerging situations**

Gender Issue/GAD Mandate	GAD Outcome/Result Statement	Indicator	Baseline	Responsible Unit/Office	Year 1 (2024)		Year 2 (2025)		Estimated Budget
					Target	PAPS	Target	PAPS	
MCW Section 37 Creation and Strengthening of GFPS	Operationalize a fully functional GFPS-TWG through coordination/meetings	No. of meetings conducted	3 GFPS		at least 10 meetings	Conduct of GFPS-TWG regular coordination meetings, planning, and monitoring activities; Cascading of SRA GAD Agenda	at least 10 meetings	Conduct of GFPS-TWG regular coordination meeting, planning and monitoring activities; Cascading of SRA GAD Agenda	Php 600,000.00
					Maintenance of SRA GAD Offices with complete equipment, facilities and reference materials; Maintenance of SRA GAD Corners	Provision of a common room or office including facilities, equipment and reference materials; Provision of 1 GAD corner in Quezon City and another 1 GAD corner in Bacolod City	Maintenance of SRA GAD Offices with complete equipment, facilities and reference materials; Maintenance of SRA GAD Corners	Provision of a common room or office including facilities, equipment and reference materials; Provision of 1 GAD corner in Quezon City and another 1 GAD corner in Bacolod City	Php 500,000.00
	Operationalize a fully functional GADFPs through provision of GAD offices	No. of SRA GAD Office with complete equipment, facilities and reference materials maintained; No. of SRA GAD Corners provided and maintained	1 / 2	GFPS/Administrative and Finance Dept.	Maintenance of SRA GAD Offices with complete equipment, facilities and reference materials; Maintenance of SRA GAD Corners	Provision of a common room or office including facilities, equipment and reference materials; Provision of 1 GAD corner in Quezon City and another 1 GAD corner in Bacolod City	Maintenance of SRA GAD Offices with complete equipment, facilities and reference materials; Maintenance of SRA GAD Corners	Provision of a common room or office including facilities, equipment and reference materials; Provision of 1 GAD corner in Quezon City and another 1 GAD corner in Bacolod City	Php 400,000.00

GAD Strategic Plan

GOAL 1: To strengthen Gender Mainstreaming in the agency amidst changing and emerging situations

Gender Issue/GAD Mandate	GAD Outcome/Result Statement	Indicator	Baseline	Responsible Unit/Office	Year 1 (2024)		Year 2 (2025)		Estimated Budget	
					Target	PAPS	Target	PAPS		
	Operationalize a fully functional GFPS-TWG through the conduct of Performance Assessment / Strategic Planning	No. of Performance Assessment / Strategic Planning		1   GFPS	Performance Assessment / Strategic Planning	Conduct of Performance Assessment / Strategic Planning	at least 1 Activity	Conduct of Performance Assessment / Strategic Planning	Php800,000.00	Php900,000.00

GAD Strategic Plan

GOAL 1: To strengthen Gender Mainstreaming in the agency amidst changing and emerging situations

Gender Issue/GAD Mandate	GAD Outcome/Result Statement	Indicator	Baseline	Responsible Unit/Office	Year 1 (2024)		Year 2 (2025)	
					Target	Estimated Budget	Target	Estimated Budget
	Operationalize a fully functional GFPS through assessments of the functionality of GFPS and to design appropriate interventions to address identified gaps/issues	No. of coordination meeting; No. of Memorandum Order issued to conduct GFPS Functionality Assessment Tool; No. of GFPS Functionality Assessment conducted	0	GFPS	Familiarization on the use of GFPS Functionality Assessment Tool	Php300,000.00	Identify gaps/issues in GFPS and design appropriate interventions to address identified gaps/issues with coverage of the past 3 years (2023, 2022, and 2021).	Php350,000.00
					Coordinating meetings with a PCW representative and other GAD specialists for orientation and training on the use of GFPS Functionality Assessment Tool; Issuance of a Memorandum Order to ensure participation of different units and individuals in the assessment; Constitution of Assessment Team; Identification of External Validator		Issuance of policy; Conduct of GFPS Functionality Assessment using the Tool; Validation of a Third Party	

**GAD Strategic Plan**

**GOAL 1: To strengthen Gender Mainstreaming in the agency amidst changing and emerging situations**

Gender Issue/GAD Mandate	GAD Outcome/Result Statement	Indicator	Baseline	Responsible Unit/Office	Year 1 (2024)		Year 2 (2025)		Estimated Budget
					Target	PAPS	Target	PAPS	
	Develop GAD experts in sugarcane industry among GFPS and GAD-TWG members	No. of GAD experts developed	0	0 GFPS/HR/PDC	Develop GAD experts in sugarcane industry among GFPS and GAD-TWG members	Attendance of GAD/FP members to PCW sponsored/PCW accredited training centers specializing on gender-related trainings and seminars; Conduct of Deepening sessions on GAD	Develop GAD experts in sugarcane industry among GFPS and GAD-TWG members	Attendance of GAD/FP members to PCW sponsored/PCW accredited training centers specializing on gender-related trainings and seminars; Conduct of Deepening sessions on GAD	Php300,000.00
Gender Mainstreaming Evaluation Framework (GMEF) Validation report for 2020 recommends that SRA should issue policy on the conduct of agency-wide GAD audit to achieve a full score in Policy descriptor	Conduct an agency-wide gender audit	No. of agency-wide gender audit conducted	0	Gender Audit Team, Internal Audit Department, GFPS	Familiarization on how to conduct a Gender Audit; Issuance of policy on the conduct of agency-wide Gender audit	Coordination meetings with a PCW representative and other GAD specialists for orientation and training on Gender Audit; conduct of write-shop	Issuance of policy; Operations Manual on the Conduct of agency-wide Gender Audit	Hiring of Gender Audit Consultant Team to conduct write-shop and create the Operations Manual	Php500,000.00

**GAD Strategic Plan**

**GOAL 1: To strengthen Gender Mainstreaming in the agency amidst changing and emerging situations**

Gender Issue/GAD Mandate	GAD Outcome/Result Statement	Indicator	Baseline	Responsible Unity/Office	Year 1 (2024)		Year 2 (2025)	
					Target	Estimated Budget	Target	Estimated Budget
Low-level awareness of agency's Management regarding GAD principles and significance to office productivity	Improved level of awareness of agency's Management regarding GAD principles and significance to office productivity through Orientation and Information dissemination	Level of knowledge and consciousness when it comes to knowledge on a gender responsive organization	10% are knowledgeable on Gender and Development concepts and principles	GPPS, Sugar Board, HR	100% of the Deputy Administrators, Managers and Division Chiefs attended and participated in GAD Orientation	Php660,000.00		
Low level awareness of agency's old and newly-hired personnel regarding GAD principles and significance to office productivity	Improved level of awareness of agency's newly-hired personnel regarding GAD principles and significance to office productivity through Orientation and Information dissemination	Percentage rate of the agency's old employees and newly hired personnel attended and participated in the GAD Orientation	10% are knowledgeable on Gender and Development concepts and principles	SMA GPPS, AFD/HR	60% of the agency's old employees and newly hired personnel attended and participated in the GAD Orientation	Php500,000.00		

**GAD Strategic Plan**

**GOAL 1: To strengthen Gender Mainstreaming in the agency amidst changing and emerging situations**

Gender Issue/GAD Mandate	GAD Outcome/Result Statement	Indicator	Baseline	Responsible Unit/Office	Year 1 (2024)		Year 2 (2025)	
					Target	Estimated Budget	Target	Estimated Budget
The issue of women employees urinating during long travels is a common concern, particularly when restroom facilities are not readily available. This can be challenging, uncomfortable, and sometimes even risky, especially on long road trips or in remote areas.	Lessening the discomfort and risk that are being experienced by women employees during long travels or when in remote areas	No. of SRA women employees who received portable camping toilet or a travel-friendly commode in Luzon & Mindanao and Visayas	0	O SRA GFPS, AFD/HR	(1st Batch) 50% of all SRA women employees in Luzon & Mindanao and Visayas received portable camping toilet or a travel-friendly commode	P1p300,000.00	(2nd Batch) Additional 50% of all SRA women employees in Luzon & Mindanao and Visayas received portable camping toilet or a travel-friendly commode	P1p300,000.00

Year 3 (2026)		Year 4 (2027)		Year 5 (2028)		Year 6 (2029)		
Target	PAPS	Estimated Budget	Target	PAPS	Estimated Budget	Target	PAPS	Estimated Budget
1 Review /Assessments on the existing policies of SRA projects & activities and SIDA programs	Conduct of Seminar and Training on gender mainstreaming in the formulation of Administrative & Finance Policies, PAPS	Php750,000.00	1 Review /Assessments on the existing policies of SRA projects & activities and SIDA programs	Conduct of Seminar and Training on gender mainstreaming in the formulation of Regulatory Policies, PAPS	Php800,000.00	1 Review /Assessments on the existing policies of SRA projects & activities and SIDA programs	Conduct of Seminar and Training on gender mainstreaming in the formulation of Regulatory Policies, programs and activities	Php850,000.00
Full compliance to RA 10028 "Expanding Breast Feeding Promotion Act of 2009"	Partial operational and Maintenance of one (1) Lactating area/section in Bacolod City; Full operational and Maintenance of one (1) Lactating area/section in Quezon City	Php500,000.00	Full compliance to RA 10028 "Expanding Breast Feeding Promotion Act of 2009"	Full operational and Maintenance of one (1) Lactating area/section in Bacolod City; Full operational and Maintenance of one (2) Lactating area/section in Quezon City	Php500,000.00	Full compliance to RA 10028 "Expanding Breast Feeding Promotion Act of 2009"	Full operational and Maintenance of one (1) Lactating area/section in Bacolod City; Full operational and Maintenance of one (1) Lactating area/section in Quezon City	Php500,000.00
Full compliance to RA 10028 "Expanding Breast Feeding Promotion Act of 2009"	Full operational and Maintenance of one (1) Lactating area/section in Bacolod City; Full operational and Maintenance of one (1) Lactating area/section in Quezon City	Php500,000.00	Full compliance to RA 10028 "Expanding Breast Feeding Promotion Act of 2009"	Full operational and Maintenance of one (1) Lactating area/section in Bacolod City; Full operational and Maintenance of one (1) Lactating area/section in Quezon City	Php500,000.00	Full compliance to RA 10028 "Expanding Breast Feeding Promotion Act of 2009"	Full operational and Maintenance of one (1) Lactating area/section in Bacolod City; Full operational and Maintenance of one (1) Lactating area/section in Quezon City	Php500,000.00

Target	Year 3 (2026)			Year 4 (2027)			Year 5 (2028)			Year 6 (2029)		
	PAPS	Estimated Budget	Target	PAPS	Estimated Budget	Target	PAPS	Estimated Budget	Target	PAPS	Estimated Budget	Target
Full compliance to Republic Act No. 6972 or the establishment of Day Care Centers	Partial operational and Maintenance of one (1) child minding area in Bacolod City; Full operational and Maintenance of one (1) child minding area in Quezon City	Php1,000,000.00	Full compliance to Republic Act No. 6972 or the establishment of Day Care Centers	Full operational and Maintenance of one (1) child minding area in Bacolod City; Full operational and Maintenance of one (1) child minding area in Quezon City / Hiring of Part-time Teacher/Assistant	Php1,000,000.00	Full compliance to Republic Act No. 6972 or the establishment of Day Care Centers	Full operational and Maintenance of one (1) child minding area in Bacolod City; Full operational and Maintenance of one (1) child minding area in Quezon City / Hiring of Part-time Teacher/Assistant	Php1,300,000.00	Full compliance to Republic Act No. 6972 or the establishment of Day Care Centers	Full operational and Maintenance of one (1) child minding area in Bacolod City; Full operational and Maintenance of one (1) child minding area in Quezon City / Hiring of Part-time Teacher/Assistant	Php1,500,000.00	Full compliance to Republic Act No. 6972 or the establishment of Day Care Centers
Full (100%) GAD database created and maintained	Hiring of GAD personnel in Quezon City and Bacolod / Full generation and maintenance of sex disaggregated data (SDD) of SRA employees, COS and sugar industry stakeholders	Php768,000.00	Full (100%) GAD database created and maintained	Hiring of GAD personnel in Quezon City and Bacolod / Full generation and maintenance of sex disaggregated data (SDD) of SRA employees, COS and sugar industry stakeholders	Php804,000.00	Full (100%) GAD database created and maintained	Hiring of GAD personnel in Quezon City and Bacolod / Full generation and maintenance of sex disaggregated data (SDD) of SRA employees, COS and sugar industry stakeholders	Php840,000.00	Full (100%) GAD database created and maintained	Hiring of GAD personnel in Quezon City and Bacolod / Full generation and maintenance of sex disaggregated data (SDD) of SRA employees, COS and sugar industry stakeholders	Php888,000.00	Full (100%) GAD database created and maintained



Year 3 (2026)		Year 4 (2027)		Year 5 (2028)		Year 6 (2029)	
Target	Estimated Budget	Target	Estimated Budget	Target	Estimated Budget	Target	Estimated Budget
at least 10 meetings	Php650,000.00	at least 10 meetings	Php650,000.00	at least 10 meetings	Php700,000.00	at least 10 meetings	Php700,000.00
Conduct of GFPS-TWG regular coordination meeting, planning and monitoring activities; Cascading of SRA GAD Agenda		Conduct of GFPS-TWG regular coordination meeting, planning and monitoring activities; Cascading of SRA GAD Agenda		Conduct of GFPS-TWG regular coordination meeting, planning and monitoring activities; Cascading of SRA GAD Agenda		Conduct of GFPS-TWG regular coordination meeting, planning and monitoring activities; Cascading of SRA GAD Agenda	
Maintenance of SRA GAD Offices with interactive digital board and reference materials both in Bacolod City and Quezon City	Php500,000.00	Maintenance of SRA GAD Offices with interactive digital board and reference materials both in Bacolod City and Quezon City	Php600,000.00	Maintenance of SRA GAD Offices with interactive digital board and reference materials both in Bacolod City and Quezon City	Php600,000.00	Maintenance of SRA GAD Offices with interactive digital board and reference materials both in Bacolod City and Quezon City	Php700,000.00
Provision of a common room or office including facilities, equipment and reference materials; Provision of GAD corners in Quezon City and in Bacolod City.		Provision of a common room or office including facilities, equipment and reference materials; Provision of GAD corners in Quezon City and in Bacolod City.		Provision of a common room or office including facilities, equipment and reference materials; Provision of GAD corners in Quezon City and in Bacolod City.		Provision of a common room or office including facilities, equipment and reference materials; Provision of GAD corners in Quezon City and in Bacolod City.	

Target	Year 3 (2026)		Year 4 (2027)		Year 5 (2028)		Year 6 (2029)				
	PAPS	Estimated Budget	Target	PAPS	Estimated Budget	Target	PAPS	Estimated Budget			
at least 1 Activity	Conduct of Performance Assessment / Strategic Planning	Php 1,000,000.00	at least 1 Activity	Conduct of Performance Assessment / Strategic Planning	Php 1,000,000.00	at least 1 Activity	Conduct of Performance Assessment / Strategic Planning	Php 1,100,000.00	at least 1 Activity	Conduct of Performance Assessment / Strategic Planning	Php 1,200,000.00



Year 3 (2026)		Year 4 (2027)		Year 5 (2028)		Year 6 (2029)	
Target	Estimated Budget	Target	PAPS	Estimated Budget	Target	PAPS	Estimated Budget
100% of the Deputy Administrators, Managers and Division Chiefs attended and participated in GAD Deepening and Updating Session	Php750,000.00				100% of the Deputy Administrators, Managers and Division Chiefs attended and participated in GAD Deepening and Updating Session	Conduct of GAD Deepening and Updating Session	Php900,000.00
75% of agency's old employees and newly-hired personnel attended and participated in GAD Deepening and Updating Session	Php650,000.00				85% of agency's old employees and newly-hired personnel attended and participated in GAD Deepening and Updating Session	Conduct of GAD Deepening and Updating Session	Php800,000.00



**GAD Strategic Plan**

**GOAL 2: To improve access to benefits and opportunities of women and children and marginalized sugarcane stakeholders to SRA's PAPS**

Gender Issue/GAD Mandate	GAD Outcome/Result Statement	Indicator	Baseline	Responsible Unit/Office	Year 1 (2024)	
					Target	PAPS
<p>Women living in rural areas are disproportionately affected by poverty and by food &amp; water insecurity as consequence of discrimination they encounter when it comes to the following:</p> <ul style="list-style-type: none"> <li>• Household or farm income</li> <li>• Access to farm machineries</li> <li>• Access to extension services and trainings</li> <li>• Access to health services</li> <li>• Access to resources and services to improve productive and reproductive work</li> <li>• Control over resources</li> <li>• Participation to decision-making</li> </ul>	<p>Sugar Regulatory Administration (SRA) strives to achieve the following aspirations:</p> <ul style="list-style-type: none"> <li>- Enhance the agricultural production capacity of both rural women and men.</li> <li>- Increase women's access to and control over agricultural technologies.</li> <li>- Encourage more women to adopt new technologies or high-yielding crops.</li> <li>- Increase the involvement of women in agricultural decision-making.</li> <li>- Increase the proportion of women who receive credit assistance.</li> <li>- Improve the leadership capacity of rural women involved in farmer's organizations, cooperatives, and other similar groups</li> </ul>	<p>Number of women enrolled in the Block Farm program and received support such as trainings, socialized credits, farm implements/inputs</p>	15	Block Farm Program Committee	30	<p>PAPS</p> <p>OPSI training, GST, Anti-VAWC training, Farm Machineries training, Provision of farm tractors and irrigation facilities, Grant of socialized credit for farm production inputs</p>

<p>Limited access of women sugarcane industry workers and their dependents to college and graduate studies scholarship opportunities</p>	<p>Provision of college and graduate studies scholarship opportunities for underprivileged and qualified sugarcane industry workers and their dependents</p>	<p>Number of women sugarcane industry workers and their dependents who availed SIDA Scholarship</p>	<p>120 SIDA Scholarship Committee</p>	<p>200 Provision of Tuition &amp; Miscellaneous Allowance, Book and Learning Material Allowances, Stipend, Thesis Allowance, and Dissertation Allowance</p>
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<p>Absence of gender impact assessments on programs for women, children, and marginalized sugarcane stakeholders</p>	<p>Conduct of gender impact assessments on programs for women, children, and marginalized sugarcane stakeholders</p>	<p>Number of Monitoring and Evaluation (M&amp;E) system, Gender Impact assessment survey form, and Comprehensive Gender Impact Assessment Report developed</p>	<p>0</p>	<p>GFFS, PPSPD, program implementers and managers</p>	<p>1. Coordination meeting or write shop training on the development of Monitoring and Evaluation (M&amp;E) system and Gender Impact assessment</p>	<p>Conduct Coordination meeting with PCW/GAD consultants or write shop training</p>
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Lack of clean toilet facilities (light structures) or portable toilets for women farmers in sugarcane farms	Provision of clean toilet facilities for women and men farmers in sugarcane farms	Number of clean toilet facilities (light structures) or portable toilets provided	0	GFPS, RDE, BAC	Six (6) clean toilet facilities (light structures) or portable toilets were provided in Luzon & Mindanao and Visayas in sugarcane Block Farm areas	Delivery and installation of portable clean toilets
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Php22,913,712.00 (Based on HGDG Scores for the Attributed program)	200	Provision of Tuition & Miscellaneous Allowance, Book and Learning Material Allowances, Stipend, Thesis Allowance, and Dissertation Allowance	The budget is dependent on Annual appropriation for SIDA programs and results of HGDG Scores	200	Provision of Tuition & Miscellaneous Allowance, Book and Learning Material Allowances, Stipend, Thesis Allowance, and Dissertation Allowance	The budget is dependent on Annual appropriation for SIDA programs and results of HGDG Scores	200	Provision of Tuition & Miscellaneous Allowance, Book and Learning Material Allowances, Stipend, Thesis Allowance, and Dissertation Allowance
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<p>Php500,000.00</p>	<p>Development of: (1) Monitoring and Evaluation (M&amp;E) system to track gender impacts of agency's GAD PAPs, (2) Gender Impact assessment survey form and (3) comprehensive Gender Impact assessment report on SRA and SIDA programs for women, children and marginalized sugarcane stakeholders</p>	<p>Hiring of consultancy/COS for the Development of Monitoring and Evaluation (M&amp;E) system, Conduct of Gender Impact Assessment Survey and comprehensive Gender Impact assessment report on SRA and SIDA programs for women, children, and other marginalized sugarcane stakeholders</p>	<p>Php500,000.00</p>	<p>Application of: Monitoring and Evaluation (M&amp;E) system to track gender impacts of agency's GAD PAPs, Gender Impact assessment survey form and comprehensive Gender Impact assessment report on SRA and SIDA programs for women, children and marginalized sugarcane stakeholders</p>	<p>Hiring of consultant/COS for the Application of: Monitoring and Evaluation (M&amp;E) system to track gender impacts of agency's GAD PAPs, Gender Impact assessment survey form and comprehensive Gender Impact assessment report on SRA and SIDA programs for women, children and marginalized sugarcane stakeholders</p>	<p>Php500,000.00</p>	<p>Application of: Monitoring and Evaluation (M&amp;E) system to track gender impacts of agency's GAD PAPs, Gender Impact assessment survey form and comprehensive Gender Impact assessment report on SRA and SIDA programs for women, children and marginalized sugarcane stakeholders</p>	<p>Hiring of consultant/COS for the Application of: Monitoring and Evaluation (M&amp;E) system to track gender impacts of agency's GAD PAPs, Gender Impact assessment survey form and comprehensive Gender Impact assessment report on SRA and SIDA programs for women, children and marginalized sugarcane stakeholders</p>
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Php400,000.00	Ten (10) clean toilet facilities (light structures) or portable toilets were provided in Luzon & Mindanao and Visayas in sugarcane Block Farm areas	Delivery and Installation of portable clean toilets	Php650,000.00	Twelve (12) clean toilet facilities (light structures) or portable toilets were provided in Luzon & Mindanao and Visayas in sugarcane Block Farm areas	Delivery and installation of portable clean toilets	Php800,000.00	Fifteen (15) clean toilet facilities (light structures) or portable toilets were provided in Luzon & Mindanao and Visayas in sugarcane Block Farm areas	Delivery and installation of portable clean toilets
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		Year 5 (2028)		Year 6 (2029)	
Estimated Budget	Target	PAPS	Estimated Budget	Target	PAPS
The budget is dependent on Annual appropriation for SIDA programs and results of HGDG Scores	100	OPSI training, GST, Anti-VAWC training, Farm Machineries training, Provision of farm tractors and irrigation facilities, Grant of socialized credit for farm production inputs	The budget is dependent on Annual appropriation for SIDA programs and results of HGDG Scores	150	OPSI training, GST, Anti-VAWC training, Farm Machineries training, Provision of farm tractors and irrigation facilities, Grant of socialized credit for farm production inputs
					The budget is dependent on Annual appropriation for SIDA programs and results of HGDG Scores

<p>The budget is dependent on Annual appropriation for SIDA programs and results of HGDG Scores</p>	<p>200</p>	<p>Provision of Tuition &amp; Miscellaneous Allowance, Book and Learning Material Allowances, Stipend, Thesis Allowance, and Dissertation Allowance</p>	<p>The budget is dependent on Annual appropriation for SIDA programs and results of HGDG Scores</p>	<p>200</p>	<p>Provision of Tuition &amp; Miscellaneous Allowance, Book and Learning Material Allowances, Stipend, Thesis Allowance, and Dissertation Allowance</p>	<p>The budget is dependent on Annual appropriation for SIDA programs and results of HGDG Scores</p>
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**GAD Strategic Plan**

**GOAL 3: To strengthen GAD consciousness of agency's internal and external stakeholders towards a gender responsive sugarcane industry**

					Year 1 (2024)	
Gender Issue/GAD Mandate	GAD Outcome/Result Statement	Indicator	Baseline	Responsible Unit/Office	Target	PAPS
New batches of small-scaled sugarcane block farming families lack information and knowledge on gender sensitivity, Anti-Violence Against Women and Children (VAWC) and Anti-Child Labor Laws/Republic Act No. 11313 or The Safe Spaces Act (Bawal Bastos Law) and Republic Act 7877: The Anti-Sexual Harassment Act of 1995	Provide learning opportunities to block farm sugarcane farmers and farm workers on gender and development concepts and principles	Level of Knowledge on gender and development concepts and principles	20% knowledge base on Gender and Development concepts and principles	GAD GFPS in coordination with RDE Department	10% pax identified block farm sugarcane farmers and farm workers	Conduct of Trainings on Gender Sensitivity, Anti-VAWC and Safe Spaces
Lack of knowledge of other sugarcane stakeholders, such as but not limited to workers in the mills/refineries and bioethanol plants, on gender and development (GAD) concepts and principles/Republic Act No. 11313 or The Safe Spaces Act (Bawal Bastos Law) and Republic Act 7877: The Anti-Sexual Harassment Act of 1995	Provide learning opportunities to other sugarcane stakeholders, such as but not limited to workers in the mills/refineries and bioethanol plants, on gender and development concepts and principles	Level of Knowledge on gender and development concepts and principles	0 knowledge base on Gender and Development concepts and principle	GAD GFPS in coordination with the Regulation Department	10% pax identified sugarcane stakeholders	Conduct of Trainings on Gender Sensitivity, Anti-VAWC and Safe Spaces



<p>Gender Mainstreaming Evaluation Framework (GMEF) Validation report for 2020 recommends that SPA should observe the yearly or regular issuance of policies to support the GAD-related activities.</p>	<p>Instill awareness among the regular employees, COS personnel and SRA community the observance and support to other GAD-related activities</p>	<p>No. of employees (regular and COS) participated in activities</p>	<p>250 pax</p>	<p>GFPS/Administrative and Finance Dept.</p>	<p>Observance of GAD-related celebrations and activities, such as but not limited to: National Breastfeed Awareness Month, International Day of Rural Women, 18 Day Campaign to end VAW, National Indigenous People's Day, National Disability Prevention and Rehabilitation Week, National Children's Month, Nutrition Month, International Day of Older Persons, World Aids Day, etc.</p>	<p>Policy issuance; Conduct of awareness campaign activities such as but not limited to posting on SRA official website, social media and GAD corner, hanging of tarpaulins, printing and distribution of IEC materials for the conduct of GAD-related celebrations and activities</p>
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		Year 2 (2025)				Year 3 (2026)			
Estimated Budget	Target	PAPS	Estimated Budget	Target	PAPS	Estimated Budget	Target		
Php1,000,000.00	15% pax identified block farm sugarcane farmers and farm workers	Conduct of Trainings on Gender Sensitivity, Anti-VAWC and Safe Spaces	Php1,100,000.00	25% pax identified block farm sugarcane farmers and farm workers	Conduct of Trainings on Gender Sensitivity, Anti-VAWC and Safe Spaces	Php1,300,000.00	40% pax identified block farm sugarcane farmers and farm workers		
Php500,000.00	15% pax identified sugarcane stakeholders	Conduct of Trainings on Gender Sensitivity, Anti-VAWC and Safe Spaces	Php600,000.00	25% pax identified sugarcane stakeholders	Conduct of Trainings on Gender Sensitivity, Anti-VAWC and Safe Spaces	Php600,000.00	40% pax identified sugarcane stakeholders		

<p>Php700,000.00</p>	<p>Annual Celebration of National Women's Month; compliance to Proclamation 227, s.1988</p>	<p>Hangng of official NMMC tarpaulin, Conduct of seminars on women empowerment and GAD issues, Lecture Forum on women with intersectionality, and other emerging gender problems; Photobooth, film showing/block screening of movies involving women empowerment and other GAD-themed genre, and distribution of IEC materials</p>	<p>Php750,000.00</p>	<p>Annual Celebration of National Women's Month; compliance to Proclamation 227, s. 1988</p>	<p>Hangng of official NMMC tarpaulin, Conduct of seminars on women empowerment and GAD issues, Lecture Forum on women with intersectionality, and other emerging gender problems; Photobooth, film showing/block screening of movies involving women empowerment and other GAD-themed genre, and distribution of IEC materials</p>	<p>Php750,000.00</p>	<p>Annual Celebration of National Women's Month; compliance to Proclamation 227, s.1988</p>
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<p>Php300,000.00</p> <p>Observance of GAD-related celebrations and activities, such as but not limited to: National Breastfeed Awareness Month, International Day of Rural Women, 18 Day Campaign to end VAW, National Indigenous People's Day, National Disability Prevention and Rehabilitation Week, National Children's Month, Nutrition Month, International DAY of Older Persons, World Aids Day, etc.</p>	<p>Policy issuance: Conduct of awareness campaign activities such as but not limited to posting on SRA official website, social media and GAD corner, hanging of tarpaulins, printing and distribution of IEC materials for the conduct of GAD-related celebrations and activities</p>	<p>Php300,000.00</p> <p>Observance of GAD-related celebrations and activities, such as but not limited to: National Breastfeed Awareness Month, International Day of Rural Women, 18 Day Campaign to end VAW, National Indigenous People's Day, National Disability Prevention and Rehabilitation Week, National Children's Month, Nutrition Month, International DAY of Older Persons, World Aids Day, etc.</p>	<p>Policy issuance: Conduct of awareness campaign activities such as but not limited to posting on SRA official website, social media and GAD corner, hanging of tarpaulins, printing and distribution of IEC materials for the conduct of GAD-related celebrations and activities</p>	<p>Php300,000.00</p> <p>Observance of GAD-related celebrations and activities, such as but not limited to: National Breastfeed Awareness Month, International Day of Rural Women, 18 Day Campaign to end VAW, National Indigenous People's Day, National Disability Prevention and Rehabilitation Week, National Children's Month, Nutrition Month, International DAY of Older Persons, World Aids Day, etc.</p>
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Year 4 (2027)		Year 5 (2028)			Year 6 (2029)		
PAPS	Estimated Budget	Target	PAPS	Estimated Budget	Target	PAPS	Estimated Budget
Conduct of Trainings on Gender Sensitivity, Anti-VAWC and Safe Spaces	Php1,500,000.00	60% pax identified block farm sugarcane farmers and farm workers	Conduct of Trainings on Gender Sensitivity, Anti-VAWC and Safe Spaces	Php1,700,000.00	75% pax identified block farm sugarcane farmers and farm workers	Conduct of Trainings on Gender Sensitivity, Anti-VAWC and Safe Spaces	Php2,000,000.00
Conduct of Trainings on Gender Sensitivity, Anti-VAWC and Safe Spaces	Php700,000.00	60% pax identified sugarcane stakeholders	Conduct of Trainings on Gender Sensitivity, Anti-VAWC and Safe Spaces	Php800,000.00	75% pax identified sugarcane stakeholders	Conduct of Trainings on Gender Sensitivity, Anti-VAWC and Safe Spaces	Php1,000,000.00

<p>Hanging of official NMMC tarpaulin, Conduct of seminars on women empowerment and GAD issues, Lecture Forum on women with intersectionality, and other emerging gender problems; Photobooth, film showing/block screening of movies involving women empowerment and other GAD-themed genre, and distribution of IEC materials</p>	<p>Php800,000.00</p>	<p>Annual Celebration of National Women's Month, compliance to Proclamation 227, s. 1988</p>	<p>Hanging of official NMMC tarpaulin, Conduct of seminars on women empowerment and GAD issues, Lecture Forum on women with intersectionality, and other emerging gender problems; Photobooth, film showing/block screening of movies involving women empowerment and other GAD-themed genre, and distribution of IEC materials</p>	<p>Php850,000.00</p>	<p>Annual Celebration of National Women's Month, compliance to Proclamation 227, s. 1988</p>	<p>Hanging of official NMMC tarpaulin, Conduct of seminars on women empowerment and GAD issues, Lecture Forum on women with intersectionality, and other emerging gender problems; Photobooth, film showing/block screening of movies involving women empowerment and other GAD-themed genre, and distribution of IEC materials</p>	<p>Php900,000.00</p>
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<p>Policy issuance; Conduct of awareness campaign activities such as but not limited to posting on SRA official website, social media and GAD corner, hanging of tarpaulins, printing and distribution of IEC materials for the conduct of GAD-related celebrations and activities</p>	<p>Php350,000.00</p>	<p>Observance of GAD-related celebrations and activities, such as but not limited to: National Breastfeed Awareness Month, International Day of Rural Women, 18 Day Campaign to end VAW, National Indigenous People's Day, National Disability Prevention and Rehabilitation Week, National Children's Month, Nutrition Month, International Day of Older Persons, World Aids Day, etc.</p>	<p>Policy issuance; Conduct of awareness campaign activities such as but not limited to posting on SRA official website, social media and GAD corner, hanging of tarpaulins, printing and distribution of IEC materials for the conduct of GAD-related celebrations and activities</p>	<p>Php350,000.00</p>	<p>Observance of GAD-related celebrations and activities, such as but not limited to: National Breastfeed Awareness Month, International Day of Rural Women, 18 Day Campaign to end VAW, National Indigenous People's Day, National Disability Prevention and Rehabilitation Week, National Children's Month, Nutrition Month, International Day of Older Persons, World Aids Day, etc.</p>	<p>Policy issuance; Conduct of awareness campaign activities such as but not limited to posting on SRA official website, social media and GAD corner, hanging of tarpaulins, printing and distribution of IEC materials for the conduct of GAD-related celebrations and activities</p>	<p>Php300,000.00</p>
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