



NERDI - GAD

National Fisheries Research and Development Institute Gender and Development

STRATEGIC PLAN (2017-2023)
policy, people, enabling mechanism,
programs, activities and projects

A Roadmap to a Gender - Responsive
Philippine Fisheries Through Research and Development

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MESSAGE



Congratulations to the Gender and Development Focal Point System (GFPS) efforts for successfully coming up with a 6-year GAD Strategic Plan! This Plan strongly proves how serious NFRDI is in streaming gender and development programs, projects, and activities.

The gender mainstreaming evaluations have pushed the Institute to take the necessary courses of actions to gradually obtain the level befitting a government agency. I am proud to note that we have taken the initiatives to achieve more than what is expected from us in 2016. I would like to acknowledge the Philippine Commission on Women (PCW)-accredited resource person, Atty. Mylen B. Gonzales-Esquivel of Child Justice League, Inc., for generously sharing her knowledge and expertise in this field.

At this point, I am confident that NFRDI will be able to continuously integrate gender perspectives into the Institute's mission and mandate until it becomes a way of life in NFRDI and the fishery industry of our country.

This GAD Strategic Plan will provide substantial avenues for equal participation and sensible opportunities to both men and women, including the elderly and children, and develop an Institute that will promote a child-friendly and violence-free environment.

Drusila Esther E. Bayate, CESO IV
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LIST OF ACRONYM

BFAR	Bureau of Fisheries and Aquatic Resources
BL	Baseline
COA	Commission on Audit
DA	Department of Agriculture
DBM	Department of Budget and Management
FGD	Focus Group Discussion
FOO	Fisheries Office Order
GAD	Gender and Development
GFPS	GAD Focal Point System
GMEF	Gender Mainstreaming Evaluation Form
GPB	GAD Plan and Budget
GST	Gender Sensitivity Training
HGDG	Harmonized Gender and Development Guideline
IEC	Information, Education and Communication
LGU	Local Government Units
MCW	Magna Carta of Women
NCRFW	National Commission on the Role of Filipino Women
NEDA	National Economic and Development Authority
NFRDI	National Fisheries Research and Development Institute
PAP	Programs, Activities and Projects
PCW	Philippine Commission on Women
PPGD	Philippine Plan for Gender-Responsive Development
RA	Republic Act
RDE	Research, Development, and Extension programs
SDD	Sex Disaggregated Data
UN	United Nations
UN CEDAW	United Nations Convention on the Elimination of all forms of Discrimination Against Women
VAW	Violence Against Women

INTRODUCTION

Mainstreaming of GAD in an organization, following international and national laws, is easier said than done. Like any other agency, NFRDI had experienced challenges in the institutional mainstreaming of GAD. This was evident in its uncoordinated efforts for several years. The limited knowledge and understanding of the role GAD plays in fisheries RDE was the culprit.

Appreciation of GAD and its importance did not come until March 2016 when the Institute realized how far it must work towards achieving the desired outcome using GMEF as a tool. Determined to have a cohesive action in mainstreaming GAD in its plans and programs, the NFRDI recognized the need to create a strategic plan matrix that is anchored on the following:

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GENDER AND DEVELOPMENT EFFORTS IN GLOBAL SCALE

UN CEDAW

Known as the International bill of rights for women, CEDAW was adopted and opened for signature, ratification and accession by General Assembly resolution on December 18, 1979. It is an agreement to end discrimination against women in any form of distinction, exclusion made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field.

The following are the rights of women guaranteed by the UN CEDAW:

- Right to good quality education (articles 10 to 14)
- Right to comprehensive health services, including on family planning (articles 11,12 and 14)
- Right to access loans and other forms of financial credits (articles 13 and 14)
- Right to join leisure, sports and cultural activities (articles 10, 13 and 14)
- Right to represent the country internationally (article 8)
- Right to acquire, change or retain nationality and citizenship (article 9)
- Right to decide on the number of children and on the number of years between pregnancies (article 16)
- Right to shared parenting responsibilities (articles 5 to 16)
- Right to have equal access to jobs, benefits and social security (articles 11 and 14)
- Right to be paid equally based on the work they do (article 11)
- Right to be free from all forms of violence whether physical, sexual, emotional, mental or economic (General Recommendation 12 and 19)
- Right to be free from all forms of slavery and prostitution (article 6)
- Right to vote, run for election and hold public office (article 7)

The UN Fourth World Conference on Women or The Beijing Platform for Action

The Platform for Action is an agenda for women's empowerment set in Beijing China on September 1995. It aims at accelerating the implementation of the Nairobi Forward-looking Strategies for the Advancement of Women and at removing all the obstacles to women's active participation in all spheres of public and private

life through a full and equal share in economic, social, cultural and political decision-making. This means that the principle of shared power and responsibility should be established between women and men at home, in the workplace and in the wider national and international communities. Equality between women and men is a matter of human rights and a condition for social justice and is also a necessary and fundamental prerequisite for equality, development and peace. A transformed partnership based on equality between women and men is a condition for people-centered sustainable development. A sustained and long-term commitment is essential, so that women and men can work together for themselves, for their children and for society to meet the challenges of the twenty-first century.

To this end, Governments, the international community and civil society, including non-governmental organizations and the private sector, are called upon to take strategic action in the following critical areas of concern :

- The persistent and increasing burden of poverty on women
- Inequalities and inadequacies in and unequal access to education and training
- Inequalities and inadequacies in and unequal access to health care and related services
- Violence against women
- The effects of armed or other kinds of conflict on women, including those living under foreign occupation
- Inequality in economic structures and policies, in all forms of productive activities and in access to resources
- Inequality between men and women in the sharing of power and decision-making at all levels
- Insufficient mechanisms at all levels to promote the advancement of women
- Lack of respect for and inadequate promotion and protection of the human rights of women
- Stereotyping of women and inequality in women's access to and participation in all communication systems, especially in the media

- Gender inequalities in the management of natural resources and in the safeguarding of the environment
- Persistent discrimination against and violation of the rights of the girl child

2030 Agenda for Sustainable Development

The Agenda for Sustainable Development was adopted by the world leaders through the UN Summit on September 2015. It has 17 sustainable development goals with 169 targets to end all forms of poverty, fight inequalities and climate change.

SDG 5 calls to achieve gender equality and empower all women and girls by providing women and girls with equal access to education, health care, decent work, and representation in political and economic decision-making processes which will fuel sustainable economies and benefit societies and humanity at large.

Targets

- End all forms of discrimination against all women and girls everywhere.
- Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.
- Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation.
- Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate.
- Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.

- Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences.
- Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws.
- Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women.
- Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.

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MAINSTREAMING GENDER AND DEVELOPMENT IN THE PHILIPPINES

The Philippine Plan for Gender-Responsive Development 1995 – 2025

A 30-year plan that rests on a vision of development that is equitable, sustainable, free from violence, respectful of human rights, supportive of self-determination and the actualization of human potentials, and participatory and empowering. It places people at the center and aims to make development work for all groups. However, it recognizes that discrimination exists on the basis of gender, class and ethnicity. In the light of historical gender inequities, it puts greater emphasis on women as a disadvantaged group.

STRATEGIES	GOALS	VISION
<ul style="list-style-type: none"> • Enhancement of sustainable access of woman to capital, market, information, technology and technical assistant. • Enhancement of employment and livelihood skills of woman, particularly in high-value-adding industries and agricultural activities. • Establishment of an enabling environment that will ensure the effective implementation of policies for the protection of woman workers. • Increase in women's awareness of their economic rights and opportunities • Strengthening of women's representation in economic decision-making bodies. 	<p>Increased economic empowerment of woman</p>	<p>Gender equality, Women's empowerment, Sustainable development, Peace and social justice, Actualization of human potentials beyond basic needs, Democratic participation, Self-determination at all levels, Respect for human rights.</p>
<ul style="list-style-type: none"> • Enhancement of women's access to utilization of basic social services • Promotion of a gender-responsive delivery of justice to violence against woman (VAW) survivors. • Formulation and implementation of legislative measures that will eliminate gender bias. • Promotion and advancement of women and girl-children's human rights. 	<p>Protection and fulfilment of women's human rights</p>	
<ul style="list-style-type: none"> • GAD mainstreaming in the bureaucracy • Enhancement of women's leadership roles and participation in decision making • Strengthening of women's role in promoting gender responsive governance. • Strengthening of government partnership with media in covering various women's issues. 	<p>Gender responsive governance</p>	

Philippine Plan (1995-2025) for Gender-Responsive Development's Strategies, Goals and Vision

Republic Act 9710: The Magna Carta of Women

It provides a comprehensive women's human rights framework that seeks to eliminate discrimination against women by recognizing, protecting, fulfilling and promoting the rights of Filipino women, especially those in the marginalized sectors. It highlights every woman's right to: protection from all forms of violence; protection and security in times of disaster, calamities, armed conflicts and other crisis situations; participation and representation; equal treatment before the law; equal access and elimination of discrimination against women in education, scholarships and training; equal participation in sports; non-discrimination in employment in the field of military, police and other similar services; non-discriminatory and non-derogatory portrayal in media and film; comprehensive health services, health information and education; employment leave benefits due to surgeries caused by gynecological disorders; and equal rights in all matters relating to marriage and family relations. It also guarantees the civil, political, cultural, social and economic rights of women in the marginalized sectors, particularly their right to:

- food security and resources for food production, including equal rights in the titling of the land and issuance of stewardship contracts and patents;
- localized, accessible, secure and affordable housing;
- employment, livelihood, credit, capital and technology;
- skills training, scholarships, especially in research and development aimed towards women friendly farm technology;
- representation and participation in policy-making or decision-making bodies in the regional, national, and international levels;
- access to information regarding policies on women, including programs, projects and funding outlays that affect them;
- social protection;
- recognition and preservation of cultural identity and integrity (provided that these cultural systems and practices are not discriminatory to women);

GENDER AND DEVELOPMENT IN THE FISHERIES RDE SECTOR

- participation and representation in discussions on peace and development;
- services and interventions for women in especially difficult circumstances (WEDC);
- protection of girl-children against all forms of discrimination in education, health and nutrition, skills development; and
- protection of women senior citizens.

The MCW mandates LGU and other government agencies and instrumentalities to utilize at least 5% of their total budgets on, and institute mechanisms to carry out legislations, programs, projects, services and activities addressing gender issues in their locality to promote women's empowerment and gender equality.

Section 28 of RA 8522 or the General Appropriation Act

RA 8522 Section 28 states that:

"All departments, bureaus, offices, agencies, state universities and colleges and instrumentalities including government owned and/or controlled corporations shall set aside a minimum amount of five percent (5%) out of their 1998 appropriations to be used for projects designed to address gender issues in accordance with R.A. No. 7192. The concerned departments, bureaus, offices, agencies, state universities and colleges and instrumentalities including government owned and/or controlled corporations shall formulate their 1998 gender and development plan and submit semestral reports to Congress, the DBM and the NCRFW, indicating the amounts utilized to implement such gender-responsive projects and activities. The implementation of this Section shall be in accordance with the guidelines jointly issued by the NEDA, the DBM and the NCRFW."

RA 8550 or the Philippine Fisheries Code

Under Section 2 or Declaration of Policy, the Fisheries code shall:

"...provide support to the fishery sector, primarily to the municipal fisherfolk, including women and youth sectors, through appropriate technology and research, adequate financial, production of post-harvest facilities, marketing assistance, and other services."

The NFRDI

History

The NFRDI was created under Secs. 82, 83, 84, 85 of R. A. 8550 otherwise known as the Philippine Fisheries Code of 1998, as amended by R.A. 10654.

In 1999, the NFRDI formally started by virtue of DA Administrative Order No. 25 "Operationalization of the NFRDI" signed by then Secretary Edgardo J. Angara. In the same year, by virtue of DA Special Order 400, the Interim Governing Board of the NFRDI was formally created chaired by then DA Undersecretary for Fisheries, Cesar M. Drilon, Jr.

By September 22, 2000, the Board's 1st Resolution (Resolution No. 0001, Series of 2000) entitled "Approving the Interim Organizational Structure, Functions, Personnel Complement and Implementation Plan of the NFRDI and vesting the Executive Director to Appoint the Interim Employees thereof was approved. Following this resolution, BFAR Dir. Malcolm I. Sarmiento, Jr. acting as the concurrent

NFRDI Interim Executive Director, issued BFAR FOO Nos. 27, 28 and 29 in January 15, 2001, which transferred BFAR personnel in the Central Office and the four National Centers namely Binloc, Dagupan City; Butong, Taal, Batangas; Guiuan, Eastern Samar; and Lala, Lanao del Norte to the Interim NFRDI.

The physical separation of NFRDI from BFAR marked the transfer of NFRDI personnel to a new office situated at the Kayumanggi Bldg., 940 Quezon Avenue, Quezon City. Director Sarmiento was succeeded by Mr. Westly R. Rosario, Dr.F.T. as the Interim Executive Director in January 2006. Followed by Mr. Noel Barut as the Interim Deputy Executive Director in October 28, 2009 until Mr. Melchor Tayamen served as the Officer-in-Charge of the Institute in January 2011 up to 2014. Currently, BFAR Assistant Director Drusila Esther E. Bayate serves as the Interim Executive Director of NFRDI.

Mandate

The NFRDI was established in February 1, 2001 as the primary research arm of the BFAR. Both agencies are under DA and are mandated to ensure the welfare of the Fisheries sector. It was created by virtue of Sec. 82, 83, 84, 85 of RA 8550, otherwise known as the Philippine Fisheries Code of 1998, in recognition of the important role of fisheries research in the development, management, conservation and protection of the country's fisheries and aquatic resources.

Objectives

To raise the income of the fisherfolk and to elevate the Philippines among the top five (5) in the world ranking in the fish productions.

To make the country's fishing industry in the high seas competitive.

To conduct social research on fisherfolk families for a better understanding of their conditions & needs.

To coordinate with the fisheries schools, LGUs and private sectors regarding the maximum utilization of available technology, including the transfer of such technology to the industry particularly the fisherfolk.

Mission

Generate scientific knowledge and technologies that will proactively address the needs of the fisheries industry and fisherfolk.

Vision

To be one of the leading Fisheries Research and Development Institution in the South East Asia Region that is responsive towards a sustainable and globally competitive industry by 2022.

Goals

Achieve institutional management excellence to render gender-responsive RDE programs and services to the stakeholders.

Empowerment of fisherfolk communities in at least 6 poorest provinces through resource-based co-management, effective channelling of fisheries information, and introduction of low-cost and cost-efficient technologies.

Rationalize utilization of aquatic resources through broadening of scientific baselines, bridging information gaps and strengthening of human resource and RDE infrastructures.

THE NFRDI 6-YEAR GAD STRATEGIC PLAN 2017-2023

The 6-year plan to mainstream Gender and Development in NFRDI is the product of Strategic Planning Workshop held on May 4-6, 2016 in Morong, Bataan. During the workshop, Atty. Mylen E. Gonzales presented the findings of the GMEF tool used on April 2016 to evaluate NFRDI's gender mainstreaming efforts wherein the Institute scored low when in fact GAD has been introduced in NFRDI in 2014. The findings became the basis in drafting the 6-year GAD strategic plan which will also vital in the formulation of GAD Plans and Budget of the Institute in the next 6 years.

The matrix for the 6-year GAD strategic plan was completed during the GFPS consultative workshop on May 18, 2016 and finalized during the GAD Plans and Budget for 2019 Seminar on August 2017.

The Foundation of the Plan:

The NFRDI GAD strategic plan is anchored on the mandates of the Institute, using GMEF as a guide in its formulation.

The Components of the Plan:

The NFRDI GAD Strategic Plans has the following components:

1. Mandate

NFRDI's mandates, which will provide the direction and focus on gender mainstreaming, are anchored in the Philippine Fisheries Code, BFAR core services and other GAD-related policies and circulars issued by the government, which is divided into:

a. Organization-focused Programs

- The Institute shall create gender-responsive internal policies, knowledge products, and safe and healthy working environment.
- NFRDI will capacitate employees in mainstreaming GAD to RDE programs and to an effective and recognized GFPS.

b. Client-focused Programs

- The Institute shall provide gender-responsive research data, projects and services that will address the needs of NFRDI clients as partners in the development of the organization's GAD programs, activities and projects.

2. Key Entry Points

Focus areas for gender mainstreaming in NFRDI:

a. Policy

- NFRDI will conduct review and revision on its existing policies, and formulation of new policies and guidelines in consultation with the Stakeholders and Governing Board via FGDs and other participatory approaches.

b. People

- The Institute will have an equitable laboratory, and technical and information services for its clients.
- NFRDI will facilitate GAD related workshops to the employees, clients and stakeholders that will enable them to become gender sensitive and responsive.
- Clients and stakeholders will also participate in planning and implementation of GAD and RDE projects.

c. Enabling Mechanism

- The Institute will commit all its channels to ensure smooth gender mainstreaming by giving full financial support to GAD RDE projects.
- Continuous consultations and collaboration with local and international GAD advocating agencies, clients, and stakeholders will also be conducted.
- NFRDI will establish a centralized database and information system that will have SDD which will be accessible to NFRDI National Centers and Stations.

d. Programs, Activities and Projects

- NFRDI will commit to ensure gender responsiveness of its RDE agenda and facilities in solving gender issues in the fisheries sector.
- The Institute will also increase public and client's awareness on NFRDI's GAD programs and projects.

3. Objectives

This refers to the specific results that NFRDI would like to achieve within the stipulated time-frame in the Plan.

4. Measures

The measures in the Plan provide for the performance output indicators that need to be achieved by NFRDI for a given period of time.

5. Timeline

The Target in the Plan refers to the percentage that needs to be attained by NFRDI per identified timeline. The target shall be dependent on the baseline data to be gathered in the initial year of implementing the Plan.

The timelines on the other hand provides the period wherein the measures and the targets need to be met.

6. Indicators

Refers to the specific interventions that NFRDI will undertake to achieve its objectives and implement the measures identified in the Plan.

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NFRDI STRATEGIC PLAN MATRIX

KEY ENTRY POINT	OBJECTIVES	MEASURES	TIMELINE				INDICATORS
			2017	2019	2021	2023	
POLICY	Goal 1 <i>Client – Focused</i>	Integrate gender perspectives in the formulation of management options as basis for policy recommendation	BL	+1	+2	+2	Crafting of management options
	To integrate Gender perspectives in the formulation of management options for policy recommendations.	Formulate new policy in the equitable availment of technical and laboratory services.	BL	100%			Policy in the equitable availment of technical and laboratory services issued
		<i>Organization-Focused</i>	Integrate GAD mandates/ gender equality principles to existing internal NFRDI policies.	BL	30%	70%	100%
	To integrate GAD mandates/ Gender equality principles in the formulation of internal policies with respect to welfare, working standards and procedures of NFRDI personnel	Issue broad statements to support PCW GAD agenda and other related activities	BL	100%			Broad statements to support PCW GAD agenda and other related activities issued
		Develop and formulate implementing guidelines in relation to GAD mandates to address needs and welfare of women and men in NFRDI	BL	+5	+3	+2	Issuance of new policies in relation to GAD mandates to address the needs and welfare of women and men in NFRDI
		Issue NFRDI policy on the use of gender fair language and image in all official documents and activities	BL	100%			One (1) policy on the use of gender-fair language and image issued.
		Adoption of Gender responsive NFRDI Vision, Mission and Goals	BL	100%			New NFRDI Vision, Mission and Goals incorporating Gender perspective approved, adopted and implemented.
PEOPLE	Goal 1 <i>Client Focused</i>	Provide equitable Laboratory and Technical Services for clients	BL	100%	100%	100%	Equal opportunity for clients on available technical and laboratory services of the Institute Equal access to all laboratory procedures for all clients
	To provide NFRDI services that is gender sensitive and responsive.	Provide equitable Information Services for clients	BL	100%	100%	100%	Equal but reasonable access to all available information materials including information databases for all clients
		Development and production of educational tools related to concerns and challenges in the fisheries sector	BL	+2	+2	+2	Gender-responsive educational tools related to concerns and challenges in the fisheries sector
		<i>Organization-focused</i>	Conduct and facilitate Gender Sensitivity and other related seminars and workshops.	BL	50%	50%	100%
	To develop NFRDI GAD planners and champions	Training of NFRDI GAD planners on Gender Mainstreaming	BL	+5	+10	+16	100% trained NFRDI GAD planners (based on total # of GFPS members and project leaders)
		Training of NFRDI personnel as GAD champions	BL	+3	+3	+5	100% trained GAD champions (based on total # of GFPS members)
	To strengthen and capacitate NFRDI researchers in integrating GAD in the RDE agenda	Conduct of relevant trainings such as gender analysis (GA) and use of GA tools, use of SDD and gender statistics for gender analysis in the conduct of research activities	BL	+50%	100%		Integration of GAD perspective in RDE agenda

		NFRDI STRATEGIC PLAN MATRIX					
KEY ENTRY POINT	OBJECTIVES	MEASURES	TIMELINE				INDICATORS
			2017	2019	2021	2023	
PEOPLE	Goal 2 <i>Client-focused</i> Fisherfolk and other fisheries stakeholders articulate their gender needs and issues in the development of the organization's GAD PAPs	Participation of fisherfolks and other fisheries stakeholders in project development cycle (i.e. FGDs, GAD trainings, surveys, etc.)	BL	+1	+2	+2	PAPs integrated with gender needs and issues of fisherfolks and stakeholders.
	To transform science-based IEC materials to gender-fair and people-level language	Development and production of science-based IEC materials in popular papers using gender-fair language and image (comics, magazines, etc.)	BL	+1	+2	+2	Simplified science-based IEC materials utilizing gender-fair language for fisherfolks and other fisheries stakeholders.
ENABLING MECHANISM	Goal 1 <i>Client-Focused</i> Total NFRDI budget utilized for GAD	Integration of Gender perspective in all research and developmental priorities	BL (<5%)	>5%	30%	75%	Budget for RDE attributed to GAD (75%)
	Knowledge Management (KM) system of NFRDI integrated with GAD and introduced to other fisheries research institutions	Institute open-access policy for researches, projects and innovations	BL (0)	+1	+1	+1	Library system accessible both on physical and cyber space. (Library, Website, and Social Media)
ENABLING MECHANISM		Include GAD related section in the revived The Philippine Journal of Fisheries (TPJF)	BL (0)	100%			GAD section institutionalized in TPJF
	Goal 1 <i>Organization -Focused</i> Locally, nationally and Internationally recognized GFPS members.	Participate in local / international forum / conferences on GAD-related concerns (i.e. PCW-led Summit, etc.)	BL	+1	+1	+1	Participation / recognition received from local / international groups
		Membership to existing GAD network (i.e. GAD Resource Pool, Women in Fisheries, etc.)	BL	+1	+1	+1	Membership in GAD networks
		Establishment of effective GAD enabling mechanism (i.e. GAD Office CODI, Child-minding facilities, Monitoring & Evaluation System, etc.)	BL	+1	+1	+1	Document processes observed during benchmarking Linkage established GAD enabling mechanism practiced by other agencies replicated
	Goal 2 Ensure that the allocated budget for GAD programs and projects are judiciously and effectively utilized	Implement the approved and endorsed GAD Plan and Budget	BL	100%	100%	100%	No Audit Observation Memorandum as to the approved GAD plan and budget

NFRDI STRATEGIC PLAN MATRIX

KEY ENTRY POINT	OBJECTIVES	MEASURES	TIMELINE				INDICATORS
			2017	2019	2021	2023	
ENABLING MECHANISM	Goal 3 Collaborate with local and international organizations in the implementation of GAD RDE activities.	RDE partnership with local and international agencies for effective implementation of GAD-related research activities	BL (0)	+1	+2	+3	RDE partnership established
	Institutionalize GAD Database	Generation and establishment of SDD through conduct of RDE activities	BL	+5	+5	+5	Target # of parameters (information) generated
PROGRAMS, ACTIVITIES AND PROJECTS	Goal 1 <i>Client-focused</i> To increase public/client's awareness on NFRDI GAD-related research projects conducted or being implemented	Develop and implement communication plan for the NFRDI GAD-related research projects	BL	+1	+1	+1	GAD related communication plan developed and published
	Goal 1 <i>Organization-focused</i> Integration of GAD deliverables under GAD Strategic Plan in the NFRDI research projects	Implementation of the GAD Strategic Plan in the NFRDI research projects	BL	100%			100% attribution of the research budget to GAD
PROGRAMS, ACTIVITIES AND PROJECTS	Develop GAD responsive facilities	Establish and maintain gender-compliant facilities (covering office, laboratory and centers)	BL	50%	100%	100%	Presence of well-maintained gender-compliant facilities
	Institutionalization of awards and incentive system to uplift the morale and welfare of NFRDI employees	Development of awards and incentive systems	BL	+1	+1	+1	Awards and incentive system implemented
	Ensure gender responsiveness to NFRDI RDE agenda and proposals	Regular monitoring and evaluation (M&E) of RDE agenda and proposals	BL	100%	100%	100%	All RDE proposals are fully gender-responsive based on HG DG result

NFRDI GAD FOCAL POINT SYSTEM (GFPS) C.Y. 2017

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**NFRDI GAD STRATEGIC PLAN 2017 – 2023
A ROADMAP TO A GENDER-RESPONSIVE
PHILIPPINE FISHERIES THROUGH RESEARCH
AND DEVELOPMENT**

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