



Republic of the Philippines  
Department of Agriculture  
**BUREAU OF FISHERIES AND AQUATIC RESOURCES**  
Fisheries Building Complex, Bureau of Plant Industry Compound,  
Visayas Ave., Diliman, Quezon City

March 28, 2022

Fisheries Office

Order No. 065

Series of 2022

**SUBJECT: RECONSTITUTION OF THE GENDER AND DEVELOPMENT (GAD)  
FOCAL POINT SYSTEM**

In the exigency of the service and pursuant to the Philippine Commission on Women (PCW) Memorandum Circular No. 2011-01 and Department of Agriculture (DA) Special Order No. 883, s. 2021, the BFAR Gender and Development Focal Point System (GFPS) for the National/Central Office is hereby reconstituted.

The BFAR GFPS shall be supported by a Technical Working Group (TWG), and Secretariat. This may be replicated in the Regional Offices as may be applicable.

Chairperson	-	National Director
Co-Chairperson	-	Assistant Director for Administrative Services
Vice-Chairperson	-	Chief, Administrative Division
Alternate	-	Chief, Post-Harvest Technology Division
Members	-	All Division Heads

*Functions:*

1. Provide direction and policy advice to the Chairperson in support to and to strengthen the GFPS and the Bureau's gender mainstreaming activities;
2. Direct the identification of GAD strategies, programs, activities, and projects based on the results of the gender audit/gender analysis and the Bureau's identified priorities in response to the gender issues faced by its clients and employees;
3. Ensure the timely submission of the Bureau's GAD Plan and Budget (GPB), Accomplishment Report (AR), and other GAD-related reports to the PCW and the Department of Budget and Management (DBM) and other agencies/institutions;
4. Ensure the effective and efficient implementation of the Bureau's GAD programs, activities, and projects (PAPs) and the judicious utilization of the GAD budget;
5. Build and strengthen the Bureau's partnership with the PCW, GAD experts/advocates, women's groups, and other stakeholders in pursuit of gender mainstreaming;





6. Lead in monitoring the effective implementation of GAD-related policies and the annual GAD plans, programs, and budget; and
7. Lead the preparation and consolidation of the annual GAD AR and other GAD reports that may be required under the Magna Carta of Women (MCW).

**Technical Working Group**

- Head - Wilhelmina Pearl C. Guliman
- Members - Designated GAD Coordinators of the following Divisions who will perform GAD functions on an on-call or part-time basis as follows:
- a) Capture Fisheries Technology Division (CFTD)
  - b) Post-Harvest Technology Division (PHTD)
  - c) Fisheries Industry Development & Support Services Division (FIDSSD)
  - d) Inland Fisheries & Aquaculture Division (IFAD)
  - e) Fisheries Resource Management Division (FRMD)
  - f) Fisheries Planning & Economics Division (FPEID)
  - g) Finance and Management Division (FMD)
  - h) Human Resource Management Section (HRMS)
  - i) Information and Fisherfolk Coordination Unit (IFCU)

***Functions:***

1. Facilitate the implementation of the Bureau's gender mainstreaming efforts through the GAD planning and budgeting process;
2. Formulate the Bureau's GAD Plans, Programs and Budget in response to the gender gaps and issues faced by clients and constituencies, and women and men employees, following the conduct of a gender audit, gender analysis, and/or review of sex disaggregated data;
3. Assist in the capacity development of and provide technical assistance to the Bureau, and as needed, to officers in the other offices or units in coordination with the HRMS on the development and implementation of an appropriate capacity development program on gender equality and women's empowerment for the employees, and as requested or deemed necessary, for other offices under the Bureau, as the case may be;
4. Monitor the implementation of GAD-related programs, activities and projects in their respective offices and suggest corrective measures to improve implementation of GAD PAPs and GFPS activities; and
5. Provide regular updates and recommendations to the Bureau Director or the GFPS on the progress of GAD mainstreaming activities based on the feedback and reports of the various operating units.



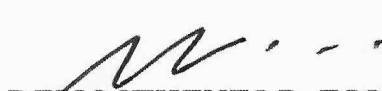


Functions –

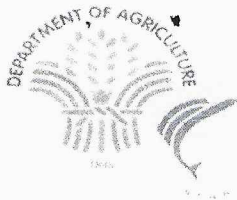
1. Coordinate with the Bureau's various operating units (Central and Regional and Offices, and National Centers) and ensure their meaningful participation in GAD strategic and annual planning exercises and the preparation, consolidation, and submission of GAD Plans and Budgets.
2. Develop GAD database and profiles.
3. Lead the conduct of advocacy activities and the development of IEC materials to ensure critical support of officials, staff, and relevant stakeholders to the activities of the GFPS and gad mainstreaming activities.
4. Prepare and consolidate the Bureau's accomplishment reports.

This Order shall take effect immediately and shall be in force until revoked in writing.

All orders and/or memoranda inconsistent herewith are hereby deemed revoked.



**ATTY. DEMOSTHENES R. ESCOTO**  
*National Director*



Republic of the Philippines  
Department of Agriculture  
**BUREAU OF FISHERIES AND AQUATIC RESOURCES**  
Fisheries Building Complex, Bureau of Plant Industry Compound,  
Visayas Ave., Diliman, Quezon City

January 26, 2023

Fisheries Office

Order No. 041

Series of 2023

**SUBJECT : RECONSTITUTION OF THE GENDER AND  
DEVELOPMENT (GAD) SECRETARIAT**

In the exigency of the service and to ensure the continued strategic and critical support to the BFAR GAD Focal Point System's efforts toward gender mainstreaming, the Gender and Development (GAD) Secretariat is hereby reconstituted as follows:

Secretariat

Head : Mary Joy B. Malvas

Members : Marylene M. Mandreza  
Rosarie G. Arreza  
Marites T. Sales  
Magie C. Lopez  
Rica C. Alesna

GAD Staff

David D. Din  
Sheila V. Del Castillo