

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET  
FY 2021**

<b>Sequence No.:</b> 2021-010666				
<b>Organization:</b> Benguet State University			<b>Organization Category:</b> State Universities and Colleges, State Universities and Colleges	
<b>Organization Hierarchy:</b> Benguet State University				
<b>Total Budget/GAA of Organization:</b>	782,351,000.00			
<b>Total GAD Budget</b>	43,173,532.49	<b>Primary Sources</b>	43,173,532.49	
		<b>Other Sources</b>	0.00	
<b>% of GAD Allocation:</b>	5.52%			

	<b>Gender Issue /GAD Mandate</b>	<b>Cause of Gender Issue</b>	<b>GAD Result Statement /GAD Objective</b>	<b>Relevant Organization MFO/PAP or PPA</b>	<b>GAD Activity</b>	<b>Performance Indicators /Targets</b>	<b>GAD Budget</b>	<b>Source of Budget</b>	<b>Responsible Unit /Office</b>
	1	2	3	4	5	6	7	8	9
<b>CLIENT-FOCUSED ACTIVITIES</b>									



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	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
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1	Low number of men and women's participation in sports/MCW-IRR Section 17 Develop, establish and strengthen programs for the participation of women in competitive and non-competitive sports as means to achieve excellence, promote physical and social well-being/Capacity Building for Students	Minimal attendance of female and male students to competitive and non-competitive sports	To increase the students' level of participation and awareness on Gender in Sports	MFO: Higher Education Program, Advance Education Program	Assistance to participation of male/female students to combative sports and other socio- cultural activities	No. of sports activities supported through allocation of budget for sports and socio- cultural activities/ E-sports (i.e. Annual Women's Martial Arts Festival) -2 sports activities (Female:10 Male: 10)	Travelling Expenses Registration 30,000.00	GAA	GAD Office, GFPS, OSS, All offices with students as their clients
2	Low level of GAD awareness/Capability Building for Students	Limited awareness of men and women students to GAD-related information	To increase the students' level of awareness and appreciation on GAD	MFO: Higher Education Program, Advance Education Program, Research Program, Technical Advisory Extension Program	Conduct GAD orientation/ forum/ seminar to BSU students (online)	No. of students oriented on GAD - 4,000 students oriented on GAD (F:2,500 M:1,500)	Snacks: 4,000 pax X php35.00 140,000.00  PS Attribution Token Materials & Supplies Venue Honorarium to Resource Person 160,000.00	GAA  GAA	GAD Office,GFPS, OSS, All offices with students as their clients



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3	Student Leaders have limited awareness on GAD/Capability Building for Students	There is a need to intensify GAD Mainstreaming (GM) in the University	To empower student leaders regarding GAD responsive leadership (La Trinidad, Bokod, Buguias Campus)	MFO: Higher Education Program  MFO:Advance Education Program	Continuous conduct of GAD responsive leadership training for student	No. of training conducted to increase GAD awareness and responsiveness of students leaders by December 2021 - 3 trainings (Female:100 Male:50 )	Snack: 600 pax X php60.00 30,000.00  Lunch: 300 pax X php,180.00 54,000.00  Attributed PS Honorarium Resource Person Token Supplies & Materials 25,000.00	GAA  GAA  GAA	GAD Office, GFPS, OSS, All offices with students as their clients



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4	Need to highlight the Gender Responsive Extension Program (GREP) which shall serve as vehicle to HEIs to help promote gender equality, poverty reduction and sustainable development/Part VII of CHED Memorandum Order 01, series 2015 on Gender-Responsive Research and Extension Program	Promote gender equality, poverty reduction and sustainable development through the gender responsive program	To sustain GAD-related extension activities delivering technology transfer, Livelihood Program, Technical Assistance, and Advocacy to community partners to help promote gender equality, poverty reduction and sustainable development	MFO: Technical Advisory Extension Program	Conduct of Extension project/ activities to partner organizational/ communities as component of Gender Responsive Extension Program (GREP) to partner organization/ communities	No. of extension activities conducted within the year - 20 Extension project/ activities conducted within the year(Female: 350 Male: 300)	Extension Projects/ Activities: 24 colleges/institutes/Research & Extension Services X 20 pax participants (Female/ Male) X php 435.00 X 3 days 626,400.00	GAA	GAD Office, various offices/ colleges in the University

**ORGANIZATION-FOCUSED ACTIVITIES**



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5	Low recognition/ appreciation on the GM in BSU/Magna Carta of Women (RA 9710)	Low gender mainstreaming implementation	Strengthen Gender Mainstreaming through recognition of GAD implementation in the University	MFO: Higher Education Program MFO: Advance Education Program MFO: Research Program	Provide incentive to GAD implementer and other GAD-related award (GAD implementer for students and employees, GAD Advocate Award)	No. of award will be provided through BSU-PRAISE - At least 1 GAD Advocate award will be provided through BSU-Program on Awards and Incentives for Service Excellence (BSU-PRAISE)	Incentive 5,000.00	GAA	GAD Office, BSU-PRAISE Committee, various offices/ colleges in the University
6	Limited application of GAD Mainstreaming (GM) in Instruction, Research, Extension and Production/Magna Carta of Women (RA 9710)	Low awareness among personnel in the University about GAD mainstreaming	To enhance GAD mainstreaming in instruction, research, extension and production	MFO: Higher Education Program MFO: Advance Education Program MFO: Research Program MFO: Technical Advisory Extension Program	Conduct GAD related GM capability building training/workshop/fora summit appropriate for the GAD Thematic Areas: Advocacy & trainings/Gender in environment/DRRM/GAD responsive infrastructure project/	No. of training/workshop/ seminars conducted & No. of personnel trained on GAD - 5 training/ workshop/ seminars (F:425 M: 275)	Seminar Package: 900,000.00 PS Attribution Honorarium 600,000.00 Supplies/ Mat'ls Transportation (Fuel Vehicle Rental) 200,000.00	GAA GAA GAA	GAD Office, various offices/ colleges in the University



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7	Limited application of GAD Mainstreaming (GM) in Instruction, Research, Extension and Production/Magna of Women (RA 9710), CHED Memo 2015-1	Low level of integration of gender perspective in researches	To integrate gender perspective in higher education research as part of gender responsive research program	MFO: Higher Education Program MFO: Advance Education Program MFO: Research Program MFO: Technical Advisory Extension Program	Conduct gender responsive researches through the use Gender analysis and Harmonized GAD Guidelines for Researchers	No. of research related to GAD and No. of research learning session/ writeshop conducted by December 2020 - 5 Research related to GAD and 2 research learning session/ writeshop conducted	Research & Extension 500,000.00	GAA	GAD Office, various offices/ colleges in the University
8	Proclamation 227 on the observance of Women's Role in History Month and other GAD related activities/RA 6949, PCW-NEDA-DBM Joint Circular 2012-01	Limited appreciation on women's role in nation building	To highlight and inspire deeper appreciation to women's role in society and in nation-building	MFO: Higher Education Program MFO: Advance Education Program MFO: Research Program MFO: Technical Advisory Extension Program	Conduct of activities based on PCW related celebration or periodic campaign	No. of activities conducted per campus - At least one (1) activity conducted per campus	Advocacy Campaign Costs 1,500.00 Capacity Development 100,000.00	GAA GAA	GAD Office, various offices/ colleges in the University



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9	Continuous data gathering on GAD related database in the University (e.g. SDD, GAD PAPs, GAD Researches & Extension/Magna Carta of Women (RA 9710)	Minimal awareness on the relevance of the centralized sex disaggregated database	To establish a centralized GAD-related database of the University	MFO: Higher Education Program MFO: Advance Education Program MFO: Research Program MFO: Technical Advisory Extension Program	Continuous data gathering and consolidation of sex-disaggregated data (SDD) and other data related to personnel/students/clients in the University for centralized GAD database for gender analysis and report preparation	No. of well-organized and maintained GAD database for easy reference and access - 1 GAD database	Maintenance of SDD 20,000.00	GAA	GAD Office, various offices/ colleges in the University
10	Inadequate support services for personnel/students with young children and breastfeeding mothers (affecting productivity, especially among women non implementation of RA 10028)/Magna Carta of Women (RA 9710)	Productivity of employees affected due to filial obligations, affecting promotion of women to higher positions or from participating in capability enhancement sessions	Employees with young children and lactating mothers provided with private, clean and well ventilated facility (for childcare and lactation)	MFO: Higher Education Program MFO: Advance Education Program MFO: Research Program MFO: Technical Advisory Extension Program	Maintenance of breastfeeding station established in the preceding years	Fully maintained Lactation rooms - 1 fully maintained lactation room	Materials and Equipment of Lactation Room 25,000.00	GAA	GAD Office, various offices/ colleges in the University



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11	Ensure opportunities of personnel and students to have access on agency care services to children to avoid absenteeism/Magna Carta of Women (RA 9710)	Problems of parents and students related to child care	1. To provide proper child care services to personnel and students with young children and lactating mothers provided with private, clean and well ventilated facility 2. To reduce the number of absenteeism of working mothers, fathers, and student mothers of BSU and be more productive in their job responsibilities while leaving their children in the On-Site Center with ease	MFO: Higher Education Program, Advance Education Program, Research Program, Technical Advisory Extension Program	Maintenance of Child Minding Center for working parents in ensuring that they have a safe place to leave their child while they are at their work places	No. of established child minding center - 1 established child minding center	Child Minding Center Materials Equipment and Supplies 50,000.00	GAA	GAD Office, various offices/ colleges in the University





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12	Inclusion of GAD perspective in policies, programs and projects/Magna Carta of Women (RA 9710)	GAD issues and policies are not strongly considered in policy formulation,project development and implementation	To develop communication strategies that will ensure gender awareness and support among development stakeholders	MFO: Higher Education Program  MFO: Advance Education Program  MFO: Research Program	Updating of Policies and PAPs using GAD perspective	No. of Updated policy - 1 policy	Snack :200 pax X php60.00 12,000.00  Meals: 100 pax X php180.00 18,000.00  Supplies & Materials 10,000.00  PS Attribution: EXECOM 10,000.00	GAA  GAA  GAA  GAA	GAD Office, various offices/ colleges in the University
13	Low GAD component in Monitoring and Evaluation of PAPs in BSU/Magna Carta of Women (RA 9710)	Low integration of gender mainstreaming of BSU	To strengthen the GAD integration in the operations of BSU	MFO: Higher Education Program  MFO: Advance Education Program  MFO: Research Program,  MFO: Technical Advisory Extension Program	Conduct of Monitoring and Evaluation of GAD PAP's	No. of monitoring and assessment meetings with reports conducted - 4 monitoring and assessment meetings with reports conducted	Meals/ Snacks 5,000.00  Travel Expenses 10,000.00  PS Attribution 158,240.32  Supplies and Materials 10,000.00	GAA  GAA  GAA  GAA	GAD Office/ various offices/ colleges inthe university



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14	Sustainability of Operations of GAD Center as per BSU BOR Res. No. 2158 series of 2013: Institutionalization of GAD Office in BSU/Magna Carta of Women (RA 9710)	Integration of GAD Perspective/ GM in the mandate/ operations of BSU	To ensure the implementation and relevance of Gender Mainstreaming in the University through the sustained annual GAD-PAPs	MFO: Higher Education Program MFO: Advance Education Program MFO: Research Program MFO: Technical Advisory Extension Program	Maintenance of the GAD Office to implement Gender Mainstreaming in the University	Fully maintained GAD Office - 1 fully maintained GAD Office	Supplies Equipment and Materials 149,579.00	GAA	GAD Office, various offices/ colleges in the University
15	The need to strengthen the GFPS in accordance with RA 9710 and PCW MC 2011-01/Magna Carta of Women (RA 9710) and PCW MC 2011-01	Lack of capacity of GFPS to develop and implement GAD programs and activities	Strengthened GFPS in order to implement GAD PAP's and advance GAD Mainstreaming (GM) in the University	MFO: Higher Education Program MFO: Advance Education Program MFO: Research Program MFO: Technical Advisory Extension Program	Capability building/ training for GFPS: GMEF/HGDG/GPB/GAD Agenda/GAD Deepening Session and TO among otherrelated trainings andcapacity building activities (Regional/ National GAD-related trainings/ seminars/ forum/workshop)	No. training/ seminars/ workshop attendance for each GFPS-members on GAD related updates and mandates - 1 Training/ seminar/ workshop attendance for each GFPS-members on GAD related updates and mandates (Female: 14 Male: 8)	Training/ Seminar/ Workshop:30 pax X php2,000.00 X 3days 180,000.00  PS Attribution 118,680.24	GAA  GAA	GAD Office, various offices/ colleges in the University



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16	Section 37-C2 Rule VI of the Magna Carta of Women's IRR on duties and function of the GAD Focal Point System/Magna Carta of Women (RA 9710)	Compliance to provisions regarding regular monitoring of gender mainstreaming efforts	To ensure operations of GAD Office as well as monitor and evaluate GM efforts of the University	MFO: Higher Education Program MFO: Advance Education Program MFO: Research Program MFO: Technical Advisory Extension Program	Regular coordination and meetings of GAD-GFPS(Execom and TWG members) and emergency meeting when necessary	No. of reports on regular meetings conducted will be available at the end of the year- 6 reports on regular meetings conducted will be available at the end of the year No. of coordination meetings 2	PS Attribution: EXECOM 869,740.00  PS Attribution: TWG X 6 meetings 308,264.49  Meals: 100 pax X php,180.00 18,000.00  Snacks: 100 pax X php60.00 6,000.00	GAA GAA GAA GAA	GAD Office, various offices/ colleges in the University
17	MCW Section 37 on Gender Mainstreaming as a strategy to implement MCW/CHED Memo 2015-01	No permanent personnel assigned to plan, implement and monitor GAD PAPs on a full-time basis	To ensure operations of GAD Office as well as monitor and evaluate GM efforts of the University	MFO: Higher Education Program MFO: Advance Education Program MFO: Research Program MFO: Technical Advisory Extension Program	Re-hiring of the GAD staff and Student Assistant (SA) at the GAD Office	No. of rehired personnel (casual/ COS) and student assistant- At least two (2) staff renewed/rehired and at least one (3) student assistant per semester for the 3 campuses	Salary of GAD Staff: Casual 498,548.68  Student Assistant 150,000.00	GAA GAA	GAD Office, various offices/ colleges in the University



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18	Low level of Gender Mainstreaming (GM) in Instruction, Research, Extension and Production among newly hired personnel/Magna Carta of Women (RA 9710)	Low awareness among personnel in the University about GAD Mainstreaming	To increase awareness of personnel & reinforce GAD concepts to employees	MFO: Higher Education Program MFO: Advance Education Program MFO: Research Program MFO: Technical Advisory Extension Program	GST for newly hired Personnel (continuing activity)	No. of training conducted for newly hired personnel- 1 training conducted for at least 100% of newly hired personnel on 2021	Snack:40 pax X php60.00 2,400.00  Lunch: 40 pax X php,180.00 7,200.00  Materials & Supplies Venue Honorarium to Resource Person 72,017.76	GAA  GAA  GAA	GAD Office, HRDO
19	Part V, Rule II, Section 4 of CHED Memorandum Order No. 1 Series of 2015 on Library and Learning Materials/CMO No. 01 series 2015-01	Limited number of GAD library and related learning materials across various discipline	To increase the provision of adequate and accessible library and related learning materials across various disciplines and educational levels	MFO: Higher Education Program MFO: Advance Education Program MFO: Research Program	Procurement of knowledge products (books, magazine, multi-media) to support the provision of adequate and accessible library and related learning materials in support to gender-responsive curriculum programs	No. of procured library and learning materials- 20 books and 5 instructional materials	Books and Instructional Materials 1,000,000.00	GAA	GAD Office, various offices/ colleges in the University



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20	Presence of Gender Based Violence (GBV) issues/reports/cases in the university/Magna Carta of Women (RA 9710)	Limited extend and reach to target sectors in disseminating information and awareness	Institutionalize GAD mechanisms in the University and sustain awareness campaigns on sexual harassment and gender-based violence	MFO: Higher Education Program MFO: Advance Education Program MFO: Research Program, MFO:Technical Advisory Extension Program	Information Education Campaign (IEC) and related activities to mitigate Gender Based Violence (GBV) concerns	No. of IEC materials/knowledge products on GAD generated and designed to be downloadable via BSU GAD website and maintained GAD Bulletin board - At least two (2) sector-specific knowledge products on GAD generated and designed to be downloadable via BSU website,1 Orientations/ Seminars/ Forum for employees and 8 GAD Bulletin board	IEC Materials Trifold Six fold GAD Notebook 126,000.00  Snack: 300 pax X php35.00 10,500.00  Supplies & Materials Token 33,500.00	GAA GAA GAA	GAD Office, various offices/ colleges in the University



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21	Inadequate gender health advocacies, protective equipment and measures BSU for COVID-19 prevention and mitigation/RA No.9710:MCW/RA 11469:Bayanihan to Heal as One Act/Proclamation 922 and 29, with Section 2 of Proclamation and Section 3 of Proclamation No. 929	Minimal gender health advocacies, protective equipment and measures BSU for COVID-19 prevention and mitigation	Containing the spread and mitigating the effects of Covid-19 Pandemic	MFO: Higher Education Program  MFO: Advance Education Program  MFO: Research Program  MFO: Technical Advisory Extension Program	Provision of personal protective that are appropriate to men and women employees	No. of procured supplies and materials- 100% procured supplies and materials	Supplies/Materials: 2,000,000.00	GAA	GAD Office, various offices/ colleges in the University

**ATTRIBUTED PROGRAM**

22					Construction of Information Technology Building HGDG Score: 8.34 Attribution: 8.34/20 X 100% 41.7% Budget of Facility Infrastructure: php50,000,000.00 Attributed Amount 50,000,000 x 41.7% php20,850,000.00		20,850,000.00	GAA	Physical Plant Office, GAD Office, various offices in the University
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23					Construction of Biodiversity Research Center- Bokod Campus HGDG Score: 9.84 Attribution: 9.84/20 X 100% 49.2% Budget of Facility Infrastructure: php12,534,000.00 Attributed Amount 12,534,000.00 x 49.2% php6,166,728.00		6,166,728.00	GAA	Physical Plant Office, GAD Office, various offices in the University
24					Construction of College of Forestry Building HGDG Score: 11.02 Attribution: 11.02/20 X 100% 55.10% Budget of Facility Infrastructure: php12,534,000.00 Attributed Amount php12,534,000.00		6,906,234.00	GAA	Physical Plant Office, GAD Office, various offices in the University
<b>SUB-TOTAL</b>							43,173,532.49	GAA	
<b>TOTAL GAD BUDGET</b>							43,173,532.49		

<b>Prepared By:</b>	<b>Approved By:</b>	<b>Date</b>
<b>ESTRELLITA M. DACLAN, Ph.D.</b>	<b>FELIPE S. COMILA, Ed.D.</b>	02/15/2021
<b>GAD Director</b>	<b>Office of the President</b>	



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