

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET  
FY 2022**

<b>Sequence No.:</b> 2022-012824				
<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>	684,713,000.00			
<b>Total GAD Budget</b>	35,620,991.58	<b>Primary Sources</b>	35,620,991.58	
		<b>Other Sources</b>	0.00	
<b>% of GAD Allocation:</b>	5.20%			

	<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>									



**THIS IS TO CERTIFY THAT THIS DOCUMENT HAS BEEN REVIEWED AND ENDORSED THROUGH THE GMMS**

**ESTRELLITA M. DACLAN,  
PH.D.  
GAD DIRECTOR**

**FELIPE S. COMILA, ED.D.  
UNIVERSITY PRESIDENT**



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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
	1	2	3	4	5	6	7	8	9
1	Low number of women's participation in sports/MCW-IRR Section 14 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	Minimal attendance of female students to competitive and non-competitive sports	To increase female students level of participation and awareness on Gender in Sports	MFO: MFO: Higher Education Program	Conduct sports activities targeted for female students	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:20)	Registration 28,800.00  Meals/ Snacks & Travelling Expenses 38,400.00  PS: 3 coaches, 2 events, 2 days/event 20,400.71	GAA  GAA  GAA	College of Human Kinetics, GAD Office



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2	Low level of GAD awareness/CHED Memo Order No. 01 series 2015	Limited activities to increase awareness of men and women students to GAD-related information	To increase the students' level of awareness and appreciation on GAD	MFO: MFO: Higher Education Program, Advance Education Program, Research Program, Technical Advisory Extension Program	Conduct GAD orientation/ forum/ seminar to BSU students (face to face/ online: 13 colleges and 2 external campus and to the new campuses)	No. of students oriented on GAD - 4,000 students oriented on GAD (F:2,500 M:1,500)	Meals & Snack: 50 pax X php,300.00 x 15 colleges/ 2 external campus 255,000.00  Token: 5 pax X 13 colleges and 2 external campus X php1,000.00 75,000.00  Materials & Supplies 150.00 X 100 pax 15,000.00  PS Attribution:All teaching TWG member (8 hours)and GFPS-TWG members lecturing GAD Concepts 77,882.12	GAA GAA GAA GAA	Office of Student Services, GAD Office, various offices/ colleges in the University/ external campus



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3	Low participation of student leaders on Gender Mainstreaming/CHED Memo Order No. 01 series 2015	Student leaders have limited understanding on GAD in the University	To empower student leaders regarding GAD responsive leadership (La Trinidad, Bokod, Buguias Campus)	MFO: MFO: Higher Education Program  MFO: 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 2022 - 3 trainings (Female:100 Male:50 )	Snack: 200 pax X php60.00 X 3 36,000.00  Lunch: 100 pax X php,180.00 X 3 54,000.00  Materials & Supplies 150.00 X 300 pax 45,000.00  Token: 7 pax X php1,000.00 7,000.00  Honorarium Resource Person 23,940.84  PS of Facilitators/ OSS personnel 129,292.85	GAA GAA GAA GAA GAA	Office of Student Services, GAD Office



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4	There is a need to promote gender equality, poverty reduction and sustainable development through the Gender Responsive Extension Program (GREP)/Part VII of CHED Memorandum Order 01, series 2015 on Gender-Responsive Research and Extension Program	Presence of gender inequality, poverty and GAD-related concerns in the community	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: 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- 24 Extension project/ activities conducted within the year (Female:560 Male: 500)	Meals & snacks 504,000.00  Materials & Supplies 140,000.00  PS OES and ISRD 182,003.85	GAA  GAA  GAA	Research and Extension, GAD Office, various offices/ colleges in the University/ external campus and to the new proposed campuses

**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: MFO- Higher Education Services MFO: MFO- Advance Education Services MFO:MFO- Research Services MFO: MFO- Extension Services	Provide recognition and award 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 PS Attribution 5,000.00	GAA GAA	HRDO, HRMO: BSU-PRAISE Committee, GAD Office
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 Administration, Academic, Research and Extension, Production	MFO: MFO: MFO 1 - Higher Education Services MFO 2 - Advance Education Services MFO 3 - Research Services MFO 4 -Extension Services	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/Learning and Development	No. of training/workshop/ seminars conducted & No. of personnel - 5 training/ workshop/ seminars/ Learning and Development(F:425 M: 275)	Seminar Package/Meals & Snacks/ Fuel for Transportation/ Vehicle Rental/ PS 3,500,000.00 PS Attribution of Facilitators, HRDO, GAD TWG Members 581,970.83	GAA GAA	GAD Office, HRDO, Research



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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: MFO: Higher Education Program, Advance Education Program, Research Program, Technical Advisory Extension Program  MFO: MFO: Advance Education Program  MFO: MFO: Research Program  MFO: 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 2022 - 1 Research with gender perspective and 1 research learning session/ writeshop conducted	Research/ 1 research learning session/ writeshop 200,000.00	GAA	Research and Extension Sector, GAD Office, ISRD, various offices/ colleges in the University/ external campus



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8	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	Inadequate support services to personnel and students with children	MFO: MFO: Higher Education Program  MFO: MFO: Advance Education Program  MFO: MFO: Research Program  MFO: MFO: Technical Advisory Extension Program	Maintenance of breastfeeding station established in the preceding years	Fully maintained Lactation rooms - 3 fully maintained lactation room at BSU La Trinidad, BSU Bokod Campus and BSU Buguias Campus	Materials and Equipment of Lactation Room 75,000.00  PS.: Supply office PMO and Finance office 2 Utility: CHK and Admin. Bldg. GSO 102,486.93	GAA  GAA	GAD Office
9	Inadequate support services to personnel and students with children/Magna Carta of Women (RA 9710)	Problems of parents and students related to child care	Ensure opportunities of personnel and students to have access on agency care services to children to avoid absenteeism	MFO: MFO: Higher Education Program  MFO: MFO: Advance Education Program  MFO: MFO: Research Program  MFO: MFO: 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  PS 62,082.00	GAA  GAA	GAD Office





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10	Non- 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: MFO: Higher Education Program  MFO: MFO: Advance Education Program  MFO: MFO: Research Program	Updating of Policies and PAPs using GAD perspective	No. of Updated policy - 1 policy	Meals & Snack : 300 pax X php 300.00 90,000.00  Supplies & Materials 30,000.00  PS Attribution: EXECOM HRMPSB 249,557.24	GAA  GAA  GAA	HRMO, GAD Office
11	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: MFO: Higher Education Program  MFO: MFO: Advance Education Program  MFO: MFO: Research Program,  MFO: 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 56,400.00  Supplies and Materials 10,000.00  PS Attribution 158,240.32	GAA  GAA  GAA	GAD Office/ various offices/ colleges in the university/ external campus



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12	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: MFO: Higher Education Program  MFO: MFO: Advance Education Program  MFO: MFO: Research Program  MFO: MFO: Technical Advisory Extension Program	Capability building/ training for GFPS: GMEF/HGDG/GPB/GAD Agenda/GAD Deepening Session and TO among other related trainings and capacity 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: 26, Male: 20)	Training/ Seminar/ Workshop 250,000.00  PS Attribution 226,646.37	GAA  GAA	GAD Office, HRDO
13	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: MFO: Higher Education Program  MFO: MFO: Advance Education Program  MFO: MFO: Research Program  MFO: MFO: Technical Advisory Extension Program	Regular coordination and meetings of GAD-GFPS (Execom, GFPS- TWG members and external campus TWG members) and emergency meeting when necessary	No. of reports on regular meetings per campus 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	Meals & Snack 90,000.00  PS Attribution: GFPS- TWG members 331,662.40	GAA  GAA	GAD Office



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14	Duties and function of the GAD Focal Point System/CHED Memo 2015-1	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: MFO: Higher Education Program  MFO: MFO: Advance Education Program  MFO: MFO: Advance Education Program  MFO: MFO: Research Program	Engage support staff to assist in the implementation of GFPS PPA's and Gender Mainstreaming in the university through rehiring of GAD staff and SA	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 554,656.00  Student Assistant/ SPES 150,000.00	GAA  GAA	HRMO, OSS
15	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: MFO: Higher Education Program  MFO: MFO: Advance Education Program  MFO: MFO: Research Program  MFO: MFO: Technical Advisory Extension Program	Conduct 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	Meals & Snack 36,000.00  Token 5,000.00  Materials & Supplies 6,000.00  PS: Facilitators (HRMO HRDO RSDC TWG Member ICT UPAO LEGAL) 58,297.76	GAA  GAA  GAA	HRDO, GAD Office



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16	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: MFO: Higher Education Program  MFO: MFO: Advance Education Program  MFO: MFO: Research Program	Provision of knowledge products (books magazine, multi-media) for 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, PS 1,038,927.91	GAA	ULIS, PMO, GAD Office



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17	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: MFO: Higher Education Program  MFO: MFO: Advance Education Program  MFO: MFO: Research Program,  MFO: MFO:Technical Advisory Extension Program	Information Education Campaign (IEC) and related activities to mitigate Gender Based Violence (GBV) concerns	No. of IEC materials/knowledge/ Shamag- Official Publication of BSU with GAD articles, pictures as a medium for employees, clients, students partners to disseminate programs, achievement and advocacies/ GAD Informational booklet 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 Orientation/ Seminar/ Forum for employees and 8 GAD Bulletin board	GAD Informational booklet 37,500.00  Shamag 207,000.00  Supplies & Materials 350,000.00  PS TWG Members 77,882.12  Orientation/ Seminar/ Forum 18,000.00	GAA  GAA  GAA  GAA	UPAO, GAD Office, various offices/ colleges in the University/ external campus



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18	Part V of CMO 01, s2015 on establishment of Gender-Responsive Curricular Programs/CMO 01, s. 2015	No particular subject for GAD Integration of Gender-responsive instruction and curriculum development	Integration of gender mainstreaming in curriculum/ subjects in all levels	MFO: MFO: Higher Education Program	Preparation of syllabi and classroom teaching integrating gender perspective	Presence of an institutionally-developed instructional materials- 36% Adoption of institutional academic materials on developing gender-sensitive learning materials	PS 200 Teaching employees 5,779,080.00	GAA	GAD Office, All colleges in the University and external campus
19	Institutionalizing GAD database and Sex-Disaggregated Database/Magna Carta of Women (RA 9710), Section 36 on Sex-Disaggregated Database	Minimal awareness on the relevance of the centralized Sex-Disaggregated database	To establish a centralized GAD-related database of the University	MFO: MFO: Higher Education Program  MFO: MFO: Advance Education Program  MFO: MFO: Research Program  MFO: 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/ Internet connection 1,000,000.00  PS: HRMO, OUR, ICT, TWG 178,800.63	GAA  GAA	ICT Office, GAD Office



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20	Need to sustain the coordination, facilitation, Monitoring and Evaluation of GFPS-PAPs in the university/Magna Carta of Women (RA 9710)	There is a need to strengthen gender mainstreaming in the University and Institutionalization of GAD Office in BSU	To ensure the implementation and relevance of Gender Mainstreaming in the University through the sustained annual GAD- PAPs and to sustain the presence of a GAD Office where employees, students and stakeholders can direct their queries and concerns and where GAD efforts will be coordinated	MFO: MFO: Higher Education Program  MFO: MFO: Advance Education Program  MFO: MFO: Research Program  MFO: MFO: Technical Advisory Extension Program	Maintenance of the GAD Office to implement Gender Mainstreaming in the University and sustaining GAD Office in the campuses as repository of knowledge products, office equipment, reports and making available GAD service staff	Fully maintained GAD Office -1 fully maintained GAD Office	Supplies Equipment and Materials 226,617.26  PS on Procurement of Supplies and Materials 30,992.09  PS of GAD Director(40%) 468,729.17	GAA  GAA  GAA	GAD Office, various offices/ colleges in the University/ external campus



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21	Disaster assistance to affected students are not gender responsive/Magna Carta for women, Chapter IV: Section 10 and Section 13	Limited resources of the DSWD and LGU to provide for students who are transient residents and limited appreciation on women's role in nation building among employees and students, especially new ones	To ensure that disaster assistance provided to distressed students are gender-responsive	MFO: MFO: Higher Education Program  MFO: MFO: Advance Education Program  MFO: MFO: Research Program  MFO: MFO: Technical Advisory Extension Program	Provision of gender-responsive services to employees and students who experienced crisis/ disaster	No. of pax of the most affected employees/ students during crises - 1,000 pax	Crisis pack: P500/ pack X 1,000 pax 500,000.00  PS: TWG Members 77,882.12	GAA  GAA	Office of Student Services, GAD Office





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22	Civil Service Commission Memorandum Circular No. 12, s. 2005 on the Use of Non-Sexist Language and the Presidential Memorandum Circular No. 48, s. 2013 on Adopting the Gender Equality Guidelines in the Development of Media Policies and Implementing Programs to Promote Gender Mainstreaming	Low recognition and application of Gender-Sensitive Language on all official documents, issuances and Instructional Materials (IMs) such as books, modules and other learning packets produced by BSU	To lessen asymmetries in referring to and addressing women and men	MFO: MFO: Higher Education Program  MFO: MFO: Advance Education Program  MFO: MFO: Research Program  MFO: MFO: Technical Advisory Extension Program	Development of BSU Manual on Gender Fair Language	No. of Developed BSU- Manual on Gender Fair language - 1 manual	Meals & Snack : 300 pax X 10 pax X 10 days 30,000.00  PS Attribution 94,776.24  Supplies/Materials 5,000.00	GAA  GAA  GAA	GAD Office, various offices/ colleges in the University/ external campus



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23	Lack necessary skills and knowledge on gender-related concerns and needs in emergency/disaster preparedness	Old conventional practice during past disasters. There was no clear roles of women in disaster management	Increase knowledge and skills on gender-related concerns necessary to prepare and respond to disasters or emergency composed of equal men and women	MFO: MFO: Higher Education Program  MFO: MFO: Advance Education Program  MFO: MFO: Research Program  MFO: MFO: Technical Advisory Extension Program	Conduct training to address the gender issues and concerns that might occur during health emergency and disaster situation	No. of DRRM training conducted per campus - At least one (1) DRRM training conducted per campus	DRRM Training 500,000.00	GAA	GAD Office, HDRO, various offices/ colleges in the University
24	Compliance to Section 18 of MCW RA 9710 Special Leave Benefits for Women, RA 8187: Paternity Leave Act of 1996, Section 8 of RA 8972 Solo Parents Welfare Act of 2000, Section 43 of RA 9262	Employees may require special leaves due to parental obligations, health concerns and other circumstances that may require the need thereof	Enhanced support services for employees in need of special leaves	MFO: MFO: Higher Education Program  MFO: MFO: Advance Education Program  MFO: MFO: Research Program  MFO: MFO: Technical Advisory Extension Program	Provision of gender leaves	No. of Maternity, Paternity, Solo parent, gynecological, VAWC leave of employees who will avail - All (100%) Maternity, Paternity, Solo parent, gynecological, VAWC leave of employees who will avail	PS Attribution 799,892.00	GAA	HRMO, various offices/ colleges in the University



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25	Compliance to Proclamation 227 on the observance of Women's Role in History Month and Proclamation 1172, s. 2006 on the 18-Day Campaign to End Violence Against Women (VAW)	The need to highlight women's rights, their role in national development/ nation building and need to provide platform to invoke protection of women's rights against VAW, gender-based violence, Safe Spaces Act (RA No. 11313) and concerns that affect women and men	To strengthen awareness of BSU students/ employees on women's rights and their role in national development and nation building	MFO: MFO: MFO 1 - Higher Education Services MFO 2 - Advance Education Services MFO 3 - Research Services MFO 4 -Extension Services	Participation to 18-Day Campaign to end VAW and Women's Month Celebration/ activities and programs organized by PCW	No. of activities conducted per campus- At least one (1) activity conducted per campus	Advocacy Campaign Costs/ Capacity Development 300,000.00	GAA	GAD Office, various offices/ colleges in the University/ external campus
<b>ATTRIBUTED PROGRAM</b>									
26					Improvement of BSU College of Forestry Nursery (HGDG Score Infrastructure Checklist 13.66, 68.3% of Php3,590,000.00)		2,451,970.00	GAA	Physical Plant Office, PMO, GAD Office



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27					BSU Covid-19 Response 2022 (HGDG Score for Combine Generic Checklist13.66, 68.3% of Php11,216,234.08)		8,926,771.81	GAA	GAD Office, various offices/ colleges in the University
28					Improvement of the BSU Bokod Campus road network (HGDG Score Infrastructure Checklist14.82, 74.1% of P4,450,000.00)		3,297,450.01	GAA	GAD Office, PMO, various offices/ colleges in the University
29					Improvement of BSU water tank (HGDG Score Infrastructure Checklist14.16 of Php1,000.000.00)		708,000.00	GAA	GAD Office, PMO, various offices/ colleges in the University
<b>SUB-TOTAL</b>							35,620,991.58	GAA	
<b>TOTAL GAD BUDGET</b>							35,620,991.58		

<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>	03/09/2022
<b>GAD Director</b>	<b>University President</b>	



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PH.D.  
GAD DIRECTOR**

**FELIPE S. COMILA, ED.D.  
UNIVERSITY PRESIDENT**



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