

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET  
FY 2020**

<b>Sequence No.:</b> 2020-009346				
<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>	632,880,000.00			
<b>Total GAD Budget</b>	33,133,033.81	<b>Primary Sources</b>	33,133,033.81	
		<b>Other Sources</b>	0.00	
<b>% of GAD Allocation:</b>	5.24%			

	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
<b>CLIENT-FOCUSED ACTIVITIES</b>									
1	Low number of 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 support on 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: MFO: MFO 1 - Higher Education Services MFO 2 - Advance Education Services	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 (i.e. Annual Women's Martial Arts Festival) - 2 sports activities	TRAVELLING EXPENSES, REGISTRATION:php100,000.00 100,000.00	GAA	GAD Office, GFPS, OSS, All offices with students as their clients



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2	Low level of GAD awareness/Capability Building for Students	Limited access of students to GAD-related information	To increase the students' level of awareness and appreciation on GAD	MFO: MFO: MFO 1 - Higher Education Services MFO 2 - Advance Education Services MFO 3 - Research Services MFO 4 -Extension Services Support to Operations (STO)  GASS: GASS: General Administration & Support Services (GASS)	Conduct GAD orientation/ forum/ seminar to BSU students	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=php140,000.00 PS, TOKEN, MATERIALS & SUPPLIES, VENUE: php160,000.00 300,000.00	GAA	GAD Office,GFPS, OSS, All offices with students as their clients
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: MFO: MFO 1 - Higher Education ServicesMFO 2 - Advance Education Services	Continuous conduct of GAD responsive leadership training for student	No. of training conducted to increase GAD awareness and responsiveness of students leaders by December 2020 - 3 trainings(Male:50, Female:100)	SEMINAR PACKAGE (VENUE, MEALS & SNACKS, ACCOMODATION): 50 pax X php1,500.00= php225,000.00 HONORARIUM RESOURCE PERSON, TOKEN, SUPPLIES & MATERIALS: php25,000.00 750,000.00	GAA	GAD Office, GFPS, OSS, All offices with students as their clients
4	Limited application of GAD Mainstreaming (GM) in Instruction, Research, Extension and Production/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 deliveringtechnology transfer, Livelihood Program, Technical Assistance, and Advocacy to community partners to help promote gender equality, poverty reduction and sustainable development	MFO: MFO: MFO 4 -Extension Services	Conduct Extension activities to partner organizational/ communities as component of Gender Responsive Extension Program (GREP)	No. of extension activities conducted within the year- 10 Extension activities conducted within the year	EXTENSION ACTIVITIES: php 150,000.00 X 10 Institutes/ Colleges 1,500,000.00	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	GASS: General Administration & Support Services (GASS) Support to Operations (STO)  MFO: MFO: MFO 1 - Higher Education Services MFO 2 - Advance Education Services MFO 3 - Research Services MFO 4 -Extension Services	Provide incentive to Outstanding GAD implementer and other GAD-related award	No. of award will be provided through BSU-PRAISE- At least 1 award will be provided through BSU-Program on Awards and Incentives for Service Excellence (BSU-PRAISE)	INCENTIVE: php 10,000.00 10,000.00	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: MFO 1 - Higher Education Services MFO 2 - Advance Education Services MFO 3 - Research Services MFO 4 -Extension Services  GASS: General Administration & Support Services (GASS)Support to Operations (STO)	Conduct GM capability building training/workshop/ fora summit appropriate for each sector in the University to enhance professional/occupational skills in integrating GAD in their field of specialization	No. of training/workshop/seminars conducted & No. of personnel trained on GAD- 10 training/workshop/seminars F-425 M-275 T700	PS:php 1,283,394 SEMINAR PACKAGE(VENUE,MEALS/SNACKS,ACCOMODATION): php 4,500,000.00 PS,HONORARIUM RP,TOKEN,SUPPLIES/MAT'S,TRANSP(DIESEL/GAS),GASOLINE,VEHICLE RENTAL):php 1,216,606.00 7,000,000.00	GAA	GAD Office, various offices/ colleges in the University
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	GASS: General Administration & Support Services (GASS)Support to Operations (STO)  MFO: MFO: MFO 1 - Higher Education Services MFO 2 - Advance Education Services MFO 3 - Research Services MFO 4 -Extension Services	Conduct gender responsive researches through call for proposals, paper presentation & presentations (i.e. Climate change /Environmental concerns/Gender Responsive Curriculum/GAD-related Baseline Study)	No. of research related to GAD and Number of research learning session/ writeshop conducted by December 2020 - 2 Research related to GAD and 2 research learning session/ writeshop conducted by December 2020	RESEARCH & EXTENSION: php 100,000.00 100,000.00	GAA	GAD Office, various offices/ colleges in the University



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8	Sustain the provision in compliance to MCW/ Maternity Leave/ VAWC/MCW/ Maternity Leave/ VAWC	Presence of Female employees who access benefits on GAD-related leaves	To provide GAD-related leave benefits to personnel	GASS: GASS: General Administration & Support Services (GASS)Support to Operations (STO)  MFO: MFO 1 - Higher Education Services MFO 2 - Advance Education Services MFO 3 - Research Services MFO 4 -Extension Services	Provision of leave benefits of employees (Maternity Leave, Solo Parent Leave, VAWC leave, MCW leave	No. of employee apply and with approved leave within the year - ML - 10 employeesMCWL - 2 employees	PS: php779,892 779,892.00	GAA	HRMO, various offices/ colleges in the University
9	Low level of knowledge on GAD among faculty and students and its integration to various discipline/CMO 2015-01: Rule II	Inadequate number of GAD-related 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 1 - Higher Education Services MFO 2 - Advance Education ServicesMFO 3 - Research Services	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: php 800,000.00 800,000.00	GAA	GAD Office, various offices/ colleges in the University
10	Presence of Gender Based Violence (GBV) issues/reports/cases in the university/Magna Carta of Women (RA 9710)	Low appreciation and recognition of GBV laws among employees	Institutionalize GAD mechanisms in the University and sustain awareness campaigns on sexual harassment and gender-based violence	GASS: GASS: General Administration & Support Services (GASS) Services Support to Operations (STO)  MFO: MFO 1 - Higher Education Services MFO 2 - Advance Education Services MFO 3 - Research Services MFO 4 -Extension	Information Education Campaign (IEC) and related activities to mitigate Gender Based Violence (GBV) concerns	No. of IEC materials created/reproduced/distributed and Orientation/ Seminar/Forum on GBV for employees- 5 IEC materials created/reproduced/distributed and 1 Orientations/ Seminars/ Forum for employees	IEC: trifold, sixfold= php 96,000.00 SNACK: 1000 pax X php 35.00= php 35,000.00 SUPPLIES & MATERIALS, TOKEN: php 19,000.00 150,000.00	GAA	GAD Office, various offices/ colleges in the University



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11	No centralized GAD related database in the University (e.g. SDD, GAD PAPs, GAD Researches & Extension)/Magna Carta of Women (RA 9710)	Low awareness on the relevance of the centralized sex disaggregated database	To establish a centralized GAD-related database of the University	MFO: MFO 1 - Higher Education Services MFO 2 - Advance Education Services MFO 3 - Research Services MFO 4 -Extension ServicesSupport to Operations (STO)	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: php 200,000.00 200,000.00	GAA	GAD Office, various offices/ colleges in the University
12	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)	GASS: General Administration & Support Services (GASS)Support to Operations (STO)  MFO: MFO 1 - Higher Education Services MFO 2 - Advance Education Services MFO 3 - Research Services MFO 4 -Extension Services	Maintenance of breastfeeding station established in the preceding years	Fully maintained Lactation rooms- 1 fully maintained lactation room	MATERIALS AND EQUIPMENT OF LACTATION ROOM: php 75,000.00 75,000.00	GAA	GAD Office, various offices/ colleges in the University



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13	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: MFO 1 - Higher Education Services MFO 2 - Advance Education Services MFO 3 - Research Services MFO 4 -Extension Services  GASS: GASS: General Administration & Support Services (GASS)Support to Operations (STO)	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 AND EQUIPMENT: php 150,000.00 150,000.00	GAA	GAD Office, various offices/ colleges in the University
14	Lack of promotion of gender-differentiated implications 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	GASS: GASS: General Administration & Support Services (GASS)Support to Operations (STO)  MFO: MFO 1 - Higher Education Services MFO 2 - Advance Education Services MFO 3 - Research Services MFO 4 -Extension Services	Updating of the BSU GAD Webpage	GAD webpage in BSU - Up-to-date GAD webpage	GAD WEBPAGE: php 50,000.00 50,000.00	GAA	GAD Office, various offices/ colleges in the University



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15	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 1 - Higher Education Services MFO 2 - Advance Education Services MFO 3 - Research Services MFO 4 -Extension Services  GASS: General Administration & Support Services (GASS)Support to Operations (STO)	Conduct of Monitoring and Evaluation of GAD PAP's	No. of monitoring and assessment meetings with reports conducted - 1 monitoring and assessment meetings with reports conducted	MONITORING AND ASSESSMENT: Meals/ snacks php 5,000 Materials php 10,000.00 Travel expenses php 10,000.00 PS php 25,000.00=php 50,000.00 50,000.00	GAA	GAD Office/ various offices/ colleges inthe university
16	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	GASS: General Administration & Support Services (GASS) Support to Operations (STO)  MFO: MFO 1 - Higher Education Services MFO 2 - Advance Education Services MFO 3 - Research Services MFO 4 -Extension Services	Maintenance of the GAD Office to implement Gender Mainstreaming in the University	Fully maintained GAD Office- 1 fully maintained GAD Office	SUSTAINABILITY OF GAD OFFICE: PS:GAD Director=php450,000.00 Supplies, equipment and materials: php 1,916,372.00=php 2,366,372.00 2,366,372.00	GAA	GAD Office, various offices/ colleges in the University
17	MCW Section 37 on Gender Mainstreaming as a strategy to implement MCW/Magna Carta of Women (RA 9710)	Sustain GAD Mainstreaming in the University	To continuously strengthen GFPS and advance GAD Mainstreaming (GM) in the University	MFO: MFO: MFO 1 - Higher Education Services MFO 2 - Advance Education Services MFO 3 - Research ServicesMFO 4 -Extension Services	Capability building/ training for GFPS (GMEF/HGDG/GPB/GAD Agenda/GAD Deepening Session or TO))	No. training/ seminars/ workshop attendance for each GFPS-members onGAD related updates and mandates - 2 Training/ seminars/ workshop attendance for each GFPS-members onGAD related updates and mandates	TRAINING/ SEMINAR/ WORKSHOP: php 468,277.45 468,277.45	GAA	GAD Office, various offices/ colleges in the University



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18	MCW Section 37 on Gender Mainstreaming as a strategy to implement MCW/CMO 2015-01: Rule II	Sustain GAD Mainstreaming in the University	To ensure operations of GAD Office as well as monitor and evaluate GM efforts of the University	MFO: MFO 1 - Higher Education Services MFO 2 - Advance Education Services MFO 3 - Research Services MFO 4 -Extension Services  GASS: GASS: General Administration & Support Services (GASS) Support to Operations (STO)	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: Execom, TWG X 4 meetings= php 902,492.36 MEALS/ SNACKS: 170 pax X 4 meeting X php 75.00= php 51,000.00 MATERIALS/ SUPPLIES: php 50,000.00 1,003,492.36	GAA	GAD Office, various offices/ colleges in the University
19	MCW Section 37 on Gender Mainstreaming as a strategy to implement MCW/CHED Memo 2015-01	Sustain GAD Mainstreaming in the University	To sustain and further build the capability of GFPS-TWG members as primary drivers of GAD mainstreaming in the University To increase appreciation and commitment to Gender Mainstreaming	MFO: MFO 1 - Higher Education Services MFO 2 - Advance Education Services MFO 3 - Research Services MFO 4 -Extension Services  GASS: GASS: General Administration & Support Services (GASS)Support to Operations (STO)	Attendance to regional/ national/international GAD-related trainings/ seminars/forum/ workshop	Attendance to other capacity-development opportunities that will deepen skills and knowledge of GFPS-TWG members (as conducted by organizations and agencies) - GFPS-TWG Members: Male 38 Female 47 5 GAD related Cap Dev	REGISTRATION, TRAVELLING EXPENSES & PS: (Executive Committee members: 53, TWG members: 30) = php 4,000,000.00 4,000,000.00	GAA	GAD Office, various offices/ colleges in the University
20	MCW Section 37 on Gender Mainstreaming as a strategy to implement MCW/CHED Memo 2015-01	Sustain GAD Mainstreaming in the University	To ensure operations of GAD Office as well as monitor and evaluate GM efforts of the University	GASS: General Administration & Support Services (GASS) Support to Operations (STO)  MFO: MFO 1 - Higher Education Services MFO 2 - Advance Education Services MFO 3 - Research Services MFO 4 -Extension Services	Re-hiring of the current Job Order Personnel Assistant and Student Assistant (SA) at the GAD Office for 2020	No. of rehired personnel and student assistant - At least two (2) staff renewed/rehired and at least one (1) student assistant	SALARY OF GAD STAFF: Casual, JOP, Student Assistant= php 650,000.00 650,000.00	GAA	GAD Office, various offices/ colleges in the University





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<b>ATTRIBUTED PROGRAM</b>									
21					Construction of BSU Bokod Dormitory HGDG Score: 16.84Attribution: 16.84/20x100%84.2%Budget of Facility Infrastructure15,000,000.00Attributed Amount 15,000,000x84.2% 12,630,000.00		12,630,000.00	GAA	Physical Plant Office, GAD Office, various offices in the University
<b>SUB-TOTAL</b>							33,133,033.81	GAA	
<b>TOTAL GAD BUDGET</b>							33,133,033.81		

<b>Prepared By:</b>	<b>Approved By:</b>	<b>Date</b>
<b>FRANCES NOELLE G. ESCALERA</b>	<b>FELICIANO G. CALORA JR.</b>	04/21/2020
<b>GAD Director</b>	<b>SUC President IV</b>	

