

**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT
FY 2018**

Reference: Unendorsed GPB		Date Endorsed: N/A	
Organization: Agusan Del Sur State College of Agriculture and Technology		Organization Category: State Universities and Colleges, State University or College (Main Campus)	
Organization Hierarchy: Agusan Del Sur State College of Agriculture and Technology			
Total Budget/GAA of Organization:	184,017,000.00		
Actual GAD Expenditure	47,757,806.17	Original Budget	103,461,387.34
		% Utilization of Budget	46.16
% of GAD Expenditure:	25.95%		

	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks
	1	2	3	4	5	6	7	8	9	11	12
CLIENT-FOCUSED ACTIVITIES											
1	Only 50% of the student leaders, faculty and staff of ASSCAT understand and are aware of concepts, issues, policies and other related laws regarding GAD./Only 50% of the student leaders, faculty and staff of ASSCAT understand and are aware of concepts, issues, policies and other related laws regarding GAD.	Limited opportunities to orientand capacitate the student leaders, faculty, and staff of ASSCAT.	To continually increase the awareness and understanding of student leaders, faculty and staff of ASSCAT on concepts, issues and policies regarding GAD.	MFO: HES	To conduct Basic GAD Orientations/GST for student leaders, faculty, and staff of ASSCAT.	Number of student who received basic GAD Orientation.- FIVE BATCHES OF ONE DAY GAD ORIENTATION CONDUCTED TO 4500 STUDENTS. Number of student leaders who received basic GAD Orientation. - THREE BATCHES OF BASIC GAD ORIENTATION CONDUCTED TO 250 STUDENT LEADERS. Number of faculty and staff of ASSCAT who received GST. - FOUR BATCHES OF GST CONDUCTED TO 300 FACULTY AND STAFF OF ASSCAT.	Two (2) batches of Basic GAD Orientation conducted. None Conducted one (1) GST to faculty and staff.	1,200,000.00 GAA	448,324.31 GAA	GFPS, ADMIN, OSA	Done.

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2	Need to provide published materials with progressive interpretation and translation of pertinent GAD Laws on VAWC, SH and the Magna Carta on Women in local dialects./Need to provide published materials with progressive interpretation and translation of pertinent GAD Laws on VAWC, SH and the Magna Carta on Women in local dialects.	The absence of GAD-related laws translated to local languages for presentation in the communities.	To make available the GAD materials that are easily understandable for partner communities.	MFO: Research & Extension	Reproduce and distribute translations of the GAD Laws to the faculty and students and adopted partner communities .	NUMBER OF DISTRIBUTED COPIES OF GAD TRANSLATED LAWS. - DISTRIBUTED 5,000 COPIES TO THE FACULTY & STAFF, STUDENTS, AND ADOPTED PARTNER COMMUNITIES.	None	500,000.00 GAA	0.00 GAA	GFPS REPRODUCTION OFFICE RESEARCH & EXTENSION	Done. But with no incurred expense since materials used were already available beforehand.
3	The need to update the Manual/guidelines to facilitate reporting of SH cases among faculty, staff and students./The need to update the Manual/guidelines to facilitate reporting of SH cases among faculty, staff and students.	There should be a review on the Manual/Guidelines in reporting cases of SH for the faculty, staff and students.	To review the Manual/Guidelines on gender-sensitive handling of Sexual Harassment cases developed and adopted by ASSCAT.	MFO: HES	Conduct of Committee Writeshop for the review of the policies of the Manual/Guidelines in reporting/handling SH and similar cases.	NO. OF WRITESHOP CONDUCTED TO REVIEW AND REVISE THE MANUAL ON GENDER-SENSITIVE HANDLING OF SH CASES - TWO BATCHES OF WRITESHOP CONDUCTED TO REVIEW AND REVISE THE MANUAL ON GENDER-SENSITIVE HANDLING OF SH CASES	One (1) Writeshop conducted with twenty-six (26) GFPS Members in attendance (11 Males, 15 Females)	500,000.00 GAA	75,000.00 GAA	GFPS CODI HR	Done.
4	Limited access of students, faculty & staff on GAD-related information/materials which resulted into low level of awareness on GAD./Limited access of students, faculty & staff on GAD-related information/materials which resulted into low level of awareness on GAD.	The advocacy boards must be maintained to cater the needs of the clientelles with gender issues and concerns.	To maintain the advocacy boards to ensure the availability of GAD related information and materials in the college.	MFO: HESEXTENSION	Maintain the GAD advocacy board using LED tv with updated GAD Materials/information/advisory to improve awareness among the students, faculty and staff.	NUMBER OF MAINTAINED 2 ADVOCACY BOARDS. - MAINTAINED 2 ADVOCACY BOARDS	Maintained Five (5) Advocacy Boards (1 in 4 Colleges plus 1 in the Admin Building)	300,000.00 GAA	30,000.00 GAA	GFPS ICT	Done.

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5	The observance of the Women's Month in accordance with Proclamation Nos. 224 and 227 series of 1998 as well as intensify the campaign to end VAWC./The observance of the Women's Month in accordance with Proclamation Nos. 224 and 227 series of 1998 as well as intensify the campaign to end VAWC.	The need to intensify advocacy on women's rights and their role in the national development and nation building.	To continually increase the awareness and enjoy the active participation of the ASSCAT administrators, faculty & staff, and students on the advocacy campaign for the promotion of women human rights. To actively participate on the annual celebration of Womens Month and the 18day campaign to END VAWC through different forms of activities.	MFO: HES	To conduct a forum that would highlight women's roles in national development in consonance with the women's month celebration. To conduct competition among students in line with the Women's Month Celebration. Art Exhibit on ten women who has contribution in the development of the country. One program in celebration for the Women's Month where there will be recognition of empowered women in the academe. One (1) faculty and one (1) from the staff.	NUMBER OF FORUM HELD THAT WOULD HIGHLIGHT WOMEN'S ROLES. - ONE FORUM HELD THAT WOULD HIGHLIGHT WOMEN'S ROLES IN THE NATIONAL GOVERNMENT CONDUCTED IN CONSONANCE WITH THE WOMEN'S CELEBRATION PARTICIPATED BY 300 ASSCAT EMPLOYEES DISAGGREGATED BY SEX. NUMBER OF COMPETITIONS AMONG THE STUDENTS IN LINE WITH THE WOMEN'S MONTH CELEBRATION. - SIX COMPETITIONS HELD AMONG THE STUDENTS IN LINE WITH THE WOMEN'S MONTH CELEBRATION. NUMBER OF ART EXHIBITS ON TEN WOMEN WHO HAS CONTRIBUTION IN THE DEVELOPMENT OF THE COUNTRY. - 10 TARPULINS OF TEN WOMEN DISPLAYED DURING THE WOMEN'S MONTH CELEBRATION Number of program in celebration for the Women's Month where there will be recognition of empowered women in the academe. - TWO EMPOWERED EMPLOYEES RECOGNIZED HIS/HER SIGNIFICANT CONTRIBUTION TO THE ACADEME. NUMBER OF SYMPOSIUM CONDUCTED FOR THE for the 18-day campaign to end VAWC. - Three (3) batches of one-day symposium for the 18-day campaign to end VAWC participated by 300 faculty and staff, and 4,000 students disaggregated by sex. Number of conducted Gender Week Celebration. - Conducted seven (7) Gender Week Celebration.	One (1) Forum Conducted participated by 195 Personnel (108 Males and 87 Females) Conducted six (6) competitions among students (Essay Writing English and Filipino, Poster Making, Photo Competition, Extemporaneous Speaking, and Ms. Women's Month Competition) participated by 42 students all in all (18 Males and 24 Females) N/a Recognized 2 Employees (1 male and 1 female) One (1) batch on symposium conducted participated by 195 Personnel (108 Males and 87 Females) Conducted seven (7) gender weeks done every Monday convocation.	350,000.00 GAA 170,000.00 GAA 30,000.00 GAA 250,000.00 GAA 400,000.00 GAA 300,000.00 GAA	52,000.00 GAA 5,400.00 GAA 0.00 GAA 10,334.50 GAA 112,500.00 GAA 19,400.00 GAA	HRMO SSG OSA GFPS	Done.

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6	Low level of awareness on adolescent and reproductive health concerns of ASSCAT students./Low level of awareness on reproductive health concerns of ASSCAT personnel and students.	There is a limited opportunity to discuss reproductive health concerns in the college since there is no venue to do such discussions.(eg. Seminars, symposiums etc.)	To increase the awareness of the ASSCAT personnel and students on reproductive health concerns.	MFO: HES MFO: RESEARCH	Conduct forum on human sexuality.Conduct seminar on reproductive health issues and/or lifestyle diseases of males and females of ASSCAT personnel.	Number of batches of seminar on adolescent and reproductive health issues with human sexuality education conducted to students disaggregated by sex. - Four (4) batches of two-dayseminaron adolescent and reproductive health issues with human sexuality education conducted to 4,000 students disaggregated by sex before the end of the 3rd quarter of 2018. Number of seminar held on reproductive health issues and lifestyle diseases conducted to ASSCAT personnel disaggregated by sex. - One (1) two-day seminar on reproductive health issues and lifestyle diseases (such as prostate/cervical cancers and other health concerns) conducted to 300 ASSCAT personnel disaggregated by sex before the end of the 1st quarter of 2018.	Three (3) batches of seminars conducted to 5 Colleges (4 Colleges in the main Campus and 1 in the Satellite Campus) Two (2) Two-Day seminar conducted to 195 Personnel (108 Males and 87 Females).	500,000.00 GAA 350,000.00 GAA	37,800.00 GAA 398,440.89 GAA	GFPS STO	Done.
7	Most of the women in the adopted barangays of Imelda, San Sandres and San Marcos do not have sufficient knowledge and competence to continually venture on livelihood activities./Most of the women in the adopted barangays of Imelda, San Sandres and San Marcos do not have sufficient knowledge and competence to continually venture on livelihood activities.	No sufficient skills and livelihood training for the women in the adopted barangays.	To provide sufficient and appropriate skills training to the women.	MFO: extension	Conduct continual skills and livelihood training for the women in the adopted barangays of Imelda and San Marcos.	Number of livelihood/skills training for the women in barangay San Marcos. - Three (3) batches of training for the 200 women in barangay San Marcos, one for the 1st quarter, 3rd quarter, and another batch before the end of 2018. Number of livelihood/skills training for the women in barangay Imelda. - Three (3) batches of training for the 200 women in barangay Imelda, one for the 1st quarter, 3rd quarter, and another batch before the end of 2018.	None 1 batch of training conducted to 75 housewives in the Barangay of Imelda.	400,000.00 GAA 400,000.00 GAA	0.00 GAA 13,684.29 GAA	EXTENTION OFFICE	Partially Done.
8	Lack of proper lighting around the campus during night time./Lack of proper lighting around the campus during night time.	Less safety and security among the women students with class schedule after 5:00 pm.	To provide safety and security for the women students.	MFO: HES	Put-up additional lighting facilities around the campus.	Number of new led bulbs will be installed around the campus. - 150 new led bulbs will be installed around the campus before the end of the 1st quarter of 2018.	Installed 483 new bulbs around the main and satellite campus. (Main Campus: 320 Satellite Campus: 63)	450,000.00 GAA	248,324.00 GAA	planning office	Done.

ORGANIZATION-FOCUSED ACTIVITIES



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9	Need to effectively capacitate assigned CODI and GAD Focal Point System Members of ASSCAT on GAD./Need to effectively capacitate assigned CODI and GAD Focal Point System Members of ASSCAT on GAD.	Insufficient opportunity for GFPS and CODI members to attend GAD capacity development activities.	To continually raise the level of performance of CODI and GAD Focal Point System Members in handling gender-related issues in ASSCAT. To expand the knowledge and skills of the GFPS in the preparation of GAD Plan and Budget and the GAD AR.	MFO: HES	Conduct semi-annual GAD Plan review and workshop on the implementation of GAD Activities in the college. Conduct seminar-workshop for the preparation of the 2019 GPB & 2017 AR. The conduct of seminar-workshop on the review of the SH policies on its applicability in the college.	Number of seminar-workshop conducted for the CODI and GFPS members, and 10 representatives from the faculty, staff and students on the review of the SH policies. - Two-day seminar-workshop for the 24 CODI and GFPS members, and 10 representatives from the faculty, staff and students on the review of the SH policies on May 2018. Number of seminar-workshops conducted for the GAD Plan Budget and GAD AR review. - 2 batches of a two-day seminar-workshops for the GAD Plan Budget and GAD AR review, one on the first quarter and the other on the last quarter of 2018. Number of seminar-workshop conducted for the preparation of the 2019 GPB & 2017 AR participated by the GFPS. - One batch of two-day seminar-workshop for the preparation of the 2019 GPB & 2017 AR participated by the GFPS before the end of the 3rd quarter of 2018.	One seminar-workshop conducted to 36 GFPS and CODI members (16 Males, 20 Females). 2 Batches of seminar-workshop conducted to 26 GFPS Members (11 Males, 15 Females). One (1) seminar-workshop (Accomplishment of Semestral GAD AR) conducted to 26 GFPS Members (11 Males, 15 Females).	260,000.00 GAA 420,000.00 GAA 210,000.00 GAA	59,818.88 GAA 0.00 GAA 57,126.79 GAA	HRMO GFPS	Done.

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10	Lack of systematized documentation and regular reporting on GAD efforts of the College./No systematized documentation and regular reporting on GAD efforts of the college.	There is no system in disseminating GAD efforts within the college.	To make sure that the GAD efforts of the College are continually documented and shared to its faculty and staff, students and adopted communities. To maintain the GAD office records, and a visible and ready delivery of gender-related services.	MFO: EXTENSION MFO: HES	Continuation of the publication of the GAD Newsletter in ASSCAT.Take pictures during GAD activities for compilation and posting.Continuation of the function of the selected Editorial Board for the GAD Newsletter.Purchase of the office supplies for the publication of the GAD newsletter.Continual operation of the GAD office.Conduct of regular monthly meeting of the GFPS.	Number of purchase materials for the publication of the GAD newsletter. - Necessary materials for the publication of the GAD newsletter purchased such as bondpaper, long-arm reach stapler and toner. Number of editorial board for the GAD newsletter. - One editorial board for the GAD newsletter. Number of GAD Newsletter produced per semester.Provide Office equipment and supplies needed for documentation. - One (1) GAD Newsletter per semester.Provide Office equipment and supplies needed for documentation. Number of designated full time and/or permanent staff to manage the GAD office. - One designated full time and/or permanent staff to manage the GAD office. Number of monthly meeting by the GFPS. - Regular monthly meeting by the GFPS for 12 months.	Purchased materials for the newsletter. One Editorial Board formed made up of 26 members of the GFPS. Four (4) GAD Newsletters produced quarterly. One (1) full-time staff designated. Five (5) monthly meetings conducted.	137,400.00 GAA 140,000.00 GAA 94,153.50 GAA 350,000.00 GAA 290,000.00 GAA	0.00 GAA 0.00 GAA 170,000.00 GAA 80,520.00 GAA 133,890.54 GAA	GFPS	Done.
11	Need to actively participate in the International, National and Regional GAD Conferences and/or summits./Need to actively participate in the International, National and Regional GAD Conferences and/or summit.	The necessity to update continually the GFPS on any GAD related mandates and updates.	To update the ASSCAT GFPS on relevant mandates and issuances.	MFO: HES	Attend local/regional/national/international GAD Conferences/Summits/Forum and all related activities with invitations from the CHED, PCW and PAGDAI such as GAD Planning and Budgeting, GAD Research, Integration of GAD in the Curricula.	Number of attendance of the GFPS TWG to local/regional/national/international GAD conferences/summits and all related activities. - Once in a month attendance of the 20 GFPS TWG to local and once a year to regional/national/international GAD conferences/summits and all related activities.	Attended 3 GAD Related local seminars: 1. July 25-29, 2018, Davao City (2 Female GFPS Members)2. October 2-4, 2018, RGADC Butuan City (2 Female GFPS Secretariat Members)3. October 22-24, 2018, COA Region XIII Butuan City (3 Female GFPS Secretariat Members))	1,250,000.00 GAA	146,099.07 GAA	GFPS	Done.

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12	4. The productivity of employees of the college with young children, most of them women, are affected due to the need to fulfill filial and work obligations at the same time./The productivity of employees of the college with young children, most of them women, are affected due to the need to fulfill filial and work obligations at the same time.	Inadequate support services for employees with young children affecting productivity even with the full implementation of RA 10028.	To continually provide a private , clean and well-ventilated facility for childcare within the college to employees with young children.	MFO: HES	Continuation of the childminding facility within the college for ASSCAT employees with young children.Continuation of operation of the childminding facility room.	Continuation of the well-ventilated allocated room for childminding of employees' young children. - Continuation of the well-ventilated allocated room for childminding of employees' young children. Number of hired/designated full time staff to manage the facility. - One hired/designated full time staff to manage the facility.	Maintained one childminding facility. Designated one staff.	335,000.00 GAA 80,000.00 GAA	0.00 GAA 0.00 GAA	ADMIN	Done. With no expense incurred since the facility is also located at the GAD Center.
13	GAD related activities and implementation are usually hampered due to lack of infrastructure to cater the needs./GAD related activities and implementation are usually hampered due to lack of infrastructure to cater the needs.	There is a lack of infrastructure (GAD Center) to cater GAD-related activities, which will also cater services on health, guidance and counselling, disaster risk reduction and management operation, and training center.	Allow effective operation of activities related to GAD which is relative also to DRRM and the rest.	MFO: ADMINISTRATION	Construct one ASSCAT Gender and Development Center.	Construction of ASSCAT GAD Center. - Construction of ASSCAT GAD Center with the following facilities:Consultation room for male and femaleToilet for female, male, & PWDLactation roomCounseling room	One (1) GAD Center with facilities completed.	9,000,000.00 GAA	0.00 GAA	PLANNING	Done. (Already reported on the 2017 Accomplishment Report since the project was completed during the year.)
14	Provision of facilities and materials to cater the needs on GAD-related activities./Provision of facilities and materials to cater the needs on GAD-related activities.	Lack of facilities and materials to ensure quality services to ASSCAT clientele related to GAD in relation to Health, Socio-cultural, DRR.	Procurement of facilities and materials needed in the conduct of GAD-related activities.	MFO: ADMINISTRATION MFO: STO	Purchase of facilities and materials needed for the ASSCAT GAD Center.	Number of provided facilities and equipment needed for the ASSCAT GAD Center.- Provided enough facilities and equipment needed for the ASSCAT GAD Center.	Facilities provided.	5,200,160.20 GAA	0.00 GAA	GFPS BUDGET	Done. (Already reported on the 2017 Accomplishment Report since the project was completed during the year.)

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15	7. Very limited researches on GAD/Very limited researches on GAD	Insufficient scientific data on GAD issues in the College	To continually motivate the faculty and staff to engage in conducting GAD related researches which will be the basis for future GAD programs of the college.	MFO: RESEARCH	Conduct 4 GAD researches (can be from the faculty and the staff).	Number of conducted researches related to GAD. - Conducted four researches related to GAD before the end of the last quarter of 2018.	Conducted two (2) GAD related researches. Title 1: Mother and Worker: Experiences of Female Married Employees of ASSCAT on Career Performance (Joy C. Capistrano) Title 2: Extent of Implementation and Level of Commitment on the Selected Gender and Development Programs of State Universities and Colleges (Joy C. Capistrano Best Research Paper) Title 3: Dichotomies of Male and Female Conversation: A Genderlect Analysis (Evangeline H. Alvarez) Title 4: Linguistic Features on Male and Female Conversation: A Genderlect Analysis (Evangeline H. Alvarez)	1,293,096.00 GAA	27,231.11 GAA	administration	Done.
ATTRIBUTED PROGRAM											
16					Construction of College Dormitory that will cater lady students of the College as priority including IPs and PWDs.			19,942,467.60 GAA	14,956,850.70 GAA	Planning Office Physical Plant and General Services Administration	
17					Construction of 3-Storey Information and Communication Technology (ICT) Center with E-Library that has a designed pathway intended for PWDs, Pregnant Women and Senior Citizens.			53,877,085.80 GAA	26,938,542.90 GAA	Physical Plant Office Planning Office	

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18					Construction of Academic Building that is provisioned to be the new office of the following units: Guidance Office, Student Affairs Office with VAW Desk and Scholarship Office.			4,482,024.24 GAA	3,736,518.19 GAA	Physical Plant Office Planning Office	
SUB-TOTAL								103,461,387.34	47,757,806.17	GAA	
TOTAL								103,461,387.34	47,757,806.17		

Prepared By:	Approved By:	Date
		
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SUC VP III for Administrative Affairs	SUC President III	