

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

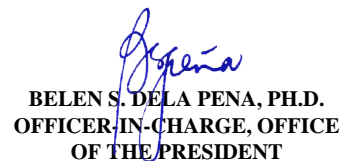
<b>Sequence No.:</b> 2020-008604				
<b>Organization:</b> Agusan Del Sur State College of Agriculture and Technology			<b>Organization Category:</b> State Universities and Colleges, State University or College (Main Campus)	
<b>Organization Hierarchy:</b> Agusan Del Sur State College of Agriculture and Technology				
<b>Total Budget/GAA of Organization:</b>	140,837,000.00			
<b>Total GAD Budget</b>	10,028,000.00	<b>Primary Sources</b>	10,028,000.00	
		<b>Other Sources</b>	0.00	
<b>% of GAD Allocation:</b>	7.12%			

	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>									



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

  
**JOY C. CAPISTRANO, DPA  
GAD FOCAL PERSON**

  
**BELEN S. DELA PENA, PH.D.  
OFFICER-IN-CHARGE, OFFICE  
OF THE PRESIDENT**



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1	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 women's rights advocacy and to acknowledge women's roles in nation building and national development.	To continually provide awareness and encourage active participation of ASSCAT Personnel, students and stakeholders in the campaign to promote women's human rights and nation building contribution.	MFO: HES	Celebration of the National Women's Month. Activity to be Conducted: Kick-off Program and One-Day Forum Highlighting Women's Role in National Development.	Number of personnel and students in attendance during the activity. - 350 ASSCAT Personnel and 5,862 Students in attendance disaggregated by sex.	365,000.00	GAA	HRMO GFPS OSA
2	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 women's rights advocacy and to acknowledge women's roles in nation building and national development.	To continually provide awareness and encourage active participation of ASSCAT Personnel, students and stakeholders in the campaign to promote women's human rights and nation building contribution.	MFO: HES	Celebration of the National Women's Month. Activity to be Conducted: Awarding and Recognition of Empowered and Outstanding Men and Women in ASSCAT	Number of awarded/ recognized men and women and units by type of award. - Ten (10) Individual Awardees (5 Female, 5 Male) in the areas of Instruction, Research, Development, Extension and Administration)	220,000.00	GAA	Administration GFPS RDE Colleges OSA



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3	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 women's rights advocacy and to acknowledge women's roles in nation building and national development.	To continually provide awareness and encourage active participation of ASSCAT Personnel, students and stakeholders in the campaign to promote women's human rights and nation building contribution.	MFO: HES	Celebration of the National Women's Month. Activity to be Conducted: Culmination Program and Awarding of Best GAD Implementer Unit.	Number of units awarded as Best GAD Implementer Unit. - Five (5) units to be awarded and recognized.	177,500.00	GAA	Top Management GFPS HRMO
4	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 women's rights advocacy and to acknowledge women's roles in nation building and national development.	To continually provide awareness and encourage active participation of ASSCAT Personnel, students and stakeholders in the campaign to promote women's human rights and nation building contribution.	MFO: HES	Celebration of the National Women's Month. Activity to be Conducted: Competition Among Students (Debate, Essay Writing, Pagsusulat ng Sanaysay, Extemporaneous Speaking, Dagliang Sanaysay, Story Telling, Logo Making, Poster Making, Photo Contest, Short Film	Number of student participants. - 110 participants to various contests disaggregated by sex (22 participants each from 4 different Colleges and 1 Satellite Campus)	110,000.00	GAA	GFPS OSA SSG



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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 need to intensify women's rights advocacy and to acknowledge women's roles in nation building and national development.	To continually provide awareness and encourage active participation of ASSCAT Personnel, students and stakeholders in the campaign to promote women's human rights and nation building contribution.	MFO: HES	To conduct Kick-Off Celebration for the 18-Day Campaign to end VAWC.	Number of participants (students and personnel) during the kick-off parade and opening program. - 350 Personnel and 3,500 students both disaggregated by sex.	100,000.00	GAA	GFPS HRMO OSA SSG
6	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 women's rights advocacy and to acknowledge women's roles in nation building and national development.	To continually provide awareness and encourage active participation of ASSCAT Personnel, students and stakeholders in the campaign to promote women's human rights and nation building contribution.	MFO: HES	To conduct Anti Violence Against Women and Children (VAWC) Symposium for the 18-Day Campaign to End VAWC.	Number of symposiums conducted for the 18-Day Campaign to End VAWC. - Three (3) batches of one-day Anti VAWC Symposiums conducted to 350 personnel and 4,000 students disaggregated by sex.	320,000.00	GAA	GFPS OSA SSG



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7	Low level of awareness on adolescent and reproductive health concerns of ASSCAT students.	Limited opportunity and avenue to discuss adolescent and reproductive health concerns in the College.	To increase awareness on Adolescent and Reproductive Health Issues and Concerns among ASSCAT students.	MFO: HES	To conduct Adolescent and Reproductive Health Issues and Concerns with Human Sexuality Education Seminar to ASSCAT Students.	Number of seminars conducted to students of ASSCAT. - Six (6) batches of One-Day Seminar on Adolescent and Reproductive Health Issues and Concerns with Human Sexuality Education to the 4 Colleges from the Main Campus and 1 Satellite Campus students and during NSTP/CWTS Orientation disaggregated by sex.	300,000.00	GAA	Health and Wellness Office Colleges GFPS OSA CWTS/NSTP Office SSG



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8	Most of the women in the adopted barangays of Imelda, Bunawan Brook and San Marcos do not have sufficient knowledge and competence to continually venture on livelihood activities.	Lack of sufficient skills and livelihood training provided for the women in the College's adopted Barangays.	To provide sufficient and appropriate skills training to the women in the adopted barangays.	MFO: Extension Services	To conduct continual skills and livelihood training for women in the College's adopted barangays namely: Barangay Imelda, Bunawan Brook and San Marcos, Municipality of Bunawan, Agusan del Sur.	Number of skills and livelihood training conducted. - Twelve (12) batches of training conducted with 4 training conducted per barangay (1 per quarter).  Number of participants trained disaggregated by sex. - Fifty (50) participants trained per batch.	600,000.00	GAA	GAD  Extension Services  Colleges



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9	Limited knowledge of students, faculty and staff on GAD related information which results to low level of awareness on Gender and Development (GAD).	Limited opportunities and interventions to conduct GAD related seminars, training and symposiums.	To continually increase awareness and understanding on concepts, issues and policies regarding GAD of ASSCAT students and personnel.	MFO: HES	To conduct Gender Sensitivity Training (GST) and LGBTQ Awareness Seminars to students of the main and satellite campuses.	Number of Gender Sensitivity Training and LGBTQ Awareness Seminars conducted. - Twenty (20) batches of GST and LGBTQAwareness Seminars conducted to students of the main and satellite campuses (4 Batches per College).  Number of participants in attendance during the seminar. - Six Thousand (6,000) students in attendance disaggregated by sex (300 students per batch).	600,000.00	GAA	SSG GFPS OSA



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10	Limited knowledge of students, faculty and staff on GAD related information which results to low level of awareness on Gender and Development (GAD).	Limited opportunities and interventions to conduct GAD related seminars, training and symposiums.	To continually increase awareness and understanding on concepts, issues and policies regarding GAD of ASSCAT students and personnel.	MFO: HES	To conduct 'GAD Mondays' or the Gender Awareness Information Drive during Monday convocations.	Number of GAD Mondays conducted for the whole year. - 45 GAD Mondays conducted for the whole year.	67,500.00	GAA	GFPS HRMO Colleges OSA SSG
11	Limited knowledge of students, faculty and staff on GAD related information which results to low level of awareness on Gender and Development (GAD).	Limited opportunities and interventions to conduct GAD related seminars, training and symposiums.	To continually increase awareness and understanding on concepts, issues and policies regarding GAD of ASSCAT students and personnel.	MFO: HES	To conduct Orientation on Sexual Harassment for all Graduating Students.	Number of orientations conducted. - Five (5) batches of Sexual Harassment Orientation conducted to 4 Colleges in the Main Campus and 1 Satellite Campus.  Number of participants in attendance during the orientations. - One Thousand (1000) graduating student participants in attendance disaggregated bby sex.	120,000.00	GAA	Colleges OSA Guidance Office GFPS Satellite Campus





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12	Limited knowledge of students, faculty and staff on GAD related information which results to low level of awareness on Gender and Development (GAD).	Limited opportunities and interventions to conduct GAD related seminars, training and symposiums.	To continually increase awareness and understanding on concepts, issues and policies regarding GAD of ASSCAT students and personnel.	MFO: HES	To conduct Orientation on Sexual Harassment for all On-the-Job Training Students for deployment.	Number of orientations conducted. - Twenty (20) batches of Sexual Harassment Orientation conducted to 4 Colleges in the Main Campus and 1 Satellite Campus (4 Batches each College).  Number of participants in attendance during the orientations. - Six Thousand (6000) participants in attendance disaggregated by sex.	300,000.00	GAA	GFPS  OSA  Colleges  Satellite Campus



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13	Low level of awareness on GAD among students, faculty and staff of ASSCAT.	Limited opportunity to orient and capacitate student leaders from the Main and Satellite Campus on GAD.	To continually increase awareness and understanding of student leaders from the Main and Satellite Campus on GAD.	MFO: HES	To conduct Basic GAD Orientation to new sets of student leaders from the Main and Satellite Campus.	Number of Basic GAD Orientation conducted. - Six (6) batches of Basic GAD Orientation conducted to the student leaders from the Main (4 Colleges) and Satellite Campus.  Number of student leaders in attendance during the orientation. - One Hundred (100) Student Leaders in attendance disaggregated by sex.	360,000.00	GAA	GFPS OSA Colleges
14	Less safety and security among the women students with class schedule after 5:00pm.	Lack of proper lighting around campus during night time.	To ensure security and safety within campus especially for female students who have class schedules after 5:00PM.	MFO: HES	To improve and maintain lighting facility within campus by installing new LED bulbs and maintaining it.	Number of installed LED bulbs around campus. - 200 new LED bulbs installed around campus.	100,000.00	GAA	General Services Security Services



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15	Low level of GAD Awareness among stakeholders and prospective students.	Limited avenue to disseminate GAD related information among prospect stakeholders.	To properly disseminate GAD related information among prospect stakeholders and enrollees.	MFO: HES	To conduct GAD Information Drive during school visitations and enrollment drives.	Number of GAD Info Drives conducted. - Ten (10) GAD Information Drives conducted by GFPS during enrollment info drive.	50,000.00	GAA	GFPS OSA Guidance Office
<b>ORGANIZATION-FOCUSED ACTIVITIES</b>									
16	Need to effectively capacitate assigned CODI and GAD Focal Point System Members of ASSCAT on GAD.	Limited capacity of new GFPS members on the use of GAD Tools.	To strengthen the capacity of old and new GFPS members on the use of GAD Tools.	MFO: HES	To conduct Seminar-Workshop on Gender Mainstreaming Evaluation Framework (GMEF).	Number of seminar-workshop on GMEF conducted to GFPS members. - One (1) session two-day Seminar-Workshop on Gender Mainstreaming Evaluation Framework (GMEF) conducted.	170,000.00	GAA	GFPS Administration



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17	Need to effectively capacitate assigned CODI and GAD Focal Point System Members of ASSCAT on GAD.	Limited knowledge and capacity of new GFPS and CODI members on GAD Related Laws and Policies.	To continually raise the level of performance of CODI and GFPS members in handling gender-related issues in ASSCAT.	MFO: HES	To conduct Seminar-Workshop on the Review of Sexual Harassment Policies and its Applicability in the College.	Number of Seminar-Workshops conducted. - One (1) session Two-Day Seminar-Workshop for the CODI Members (7 Female, 8 Male), Representatives from the faculty, staff and the students (8 Female, 7 Male) and new GFPS members (10 Female, 5 Male) on the Review of Sexual Harassment Policies and its Applicability in the College.	255,000.00	GAA	Administration GFPS CODI HRMO
18	Lack of systematized documentation and regular reporting on GAD efforts of the College.	There is limited system in disseminating information about GAD efforts within the College.	To maintain the GAD Office records, and to provide a visible and ready delivery of gender-related services.	MFO: HES	To continue the publication and production of the GAD Newsletter in ASSCAT.	Number of monthly GFPS meetings conducted. - Twelve (12) regular GFPS meetings conducted.	168,000.00	GAA	GFPS



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19	Lack of systematized documentation and regular reporting on GAD efforts of the College.	There is limited system in disseminating information about GAD efforts within the College.	To make sure that GAD efforts of the College are continually documented and disseminated to its personnel, clientele and adopted communities.	MFO: HES	To continue the publication and production of the GAD Newsletter in ASSCAT.	Number of GAD Newsletter issues released. - Four (4) issues of GAD Newsletter released per quarter.	60,000.00	GAA	GFPS




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20	The need to review and properly prepare GAD Accomplishment Report and GAD Plan and Budget in line with Section 37 of the MCW-IRR on GAD Planning and Budgeting.	Insufficient opportunity for the GFPS to attend to GAD capacity development activities.	To expand the skills and knowledge of the GFPS in the preparation of GAD Plan and Budget and GAD Accomplishment Report.	MFO: HES	To conduct Workshop on the Preparation and Review of GAD Plan and Budget (GPB) and GAD Accomplishment Report (AR).	Number of GPB and GAD AR Preparation Workshop conducted. - Two (2) Two-Day GAD Plan and Budget (GPB) and GAD Accomplishment Report Preparation Workshops conducted (1 for GPB and 1 for AR).  Number of GPB and GAD AR Review conducted. - Two (2) sessions of GAD PB 2021 and GAD AR 2019 Review conducted.	Airfare (15,000.00 x 35pax x 2 Workshops) 1,050,000.00  Per Diem (2,200.00 x 4days x 35pax x 2 Workshops) 616,000.00  Van Rentals (15,000.00/day x 2days x 2 Workshops) 60,000.00  GAD PB and AR Review 100,000.00	GAA GAA GAA GAA	GFPS HRMO



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21	The need to review and properly prepare GAD Accomplishment Report and GAD Plan and Budget in line with Section 37 of the MCW-IRR on GAD Planning and Budgeting.	Insufficient opportunity for the GFPS to attend to GAD capacity development activities.	To expand the skills and knowledge of the GFPS in the preparation and review of GAD Plan and Budget and GAD Accomplishment Report.	MFO: HES	To conduct GAD Plan and Budget (GPB) and GAD Accomplishment Report (AR) Review.	Number of GPB and GAD AR Review conducted. - Two (2) sessions of GAD PB 2021 and GAD AR 2019 Review conducted.	100,000.00	GAA	GFPS
22	Lack of GAD related researches in the College.	Limited number of personnel who engages in undertaking GAD related researches in the College.	To continually motivate personnel to engage in conducting GAD related researches which will become a basis for future GAD programs of the College.	MFO: Research Services	To conduct GAD and GAD related researches.	Number of GAD and GAD related researches undertaken. - Five (5) GAD and GAD related researches conducted.	250,000.00	GAA	GFPS Colleges Research Services

  
**JOY C. CAPISTRANO, DPA**  
**GAD FOCAL PERSON**

  
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**OF THE PRESIDENT**



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23	There is no system in disseminating GAD efforts within the College.	Lack of dedicated personnel human resource to manage the GAD Center and coordinate dissemination of GAD efforts within the College.	To provide human resource that will maintain the day-to-day transactions of the GAD Center and its records, and to provide a visible and ready delivery of gender-related services.	MFO: HES	To hire additional dedicated personnel that will maintain the GAD Center.	Number of hired additional personnel. - Four (4) hired additional personnel to work in the GAD Center and provide its necessary services.	369,000.00	GAA	HRMO Administration GFPS





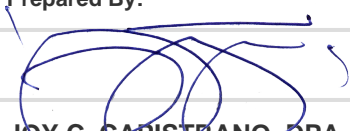
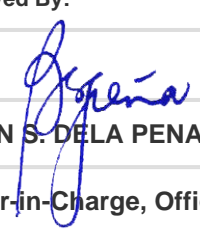
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24	MCW IRR Section 37C. Creation and/or Strengthening of the GAD Focal Points (GFPS). All government departments including their attached agencies, offices, bureaus, SUCs, GOCCs, LGUs, and other government instrumentalities shall establish or strengthen their GFP System or a similar GAD mechanism to catalyze and accelerate gender mainstreaming within the agency or LGU.	The necessity to continually update and capacitate the GAD Focal Point System (GFPS) on any GAD related mandates and updates.	Increased capacity and knowledge of the GFPS and other relevant personnel to mainstream gender in the agency mandate.	MFO: HES	To attend to local, regional, national and international GAD conferences, seminars, summits, forums, training and workshops and all related activities with official invitations from partner agencies (e.g. PCW, CHED, COA, DBM, etc.).	Number of local, regional, national and international GAD conferences, seminars, summits, forums, training and workshops attended. - Attendance to fifteen (15) GAD related local, regional, national and international GAD conferences, seminars, summits, forums, training and workshops of the GFPS.	Food and Lodging Allowance/Per Diem 1,000,000.00  Registration, membership and Other Fees 500,000.00  Transportation Expenses 1,000,000.00	GAA GAA GAA	Accounting Office Budget Office Administration GFPS HRMO



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25	Limited knowledge of students, faculty and staff on GAD related information which results to low level of awareness on Gender and Development (GAD).	Limited opportunities to orient and capacitate ASSCAT Personnel about GAD.	To continually increase awareness and understanding on concepts, issues and policies regarding GAD of ASSCAT students and personnel.	MFO: HES	To conduct Gender Sensitivity Training (GST) to ASSCAT Faculty and Staff from the Main and Satellite Campus.	Number of GSTs conducted. - Two (2) batches of Gender Sensitivity Training (GST) conducted to ASSCAT Faculty and Staff from the Main and Satellite Campus.  Number of participants attended the GST, by sex. - Three Hundred Fifty (350) Faculty and Staff in attendance disaggregated by sex.	180,000.00	GAA	GFPS HRMO
26	Limited knowledge of students, faculty and staff on GAD related information which results to low level of awareness on Gender and Development (GAD).	Limited opportunities to orient and capacitate ASSCAT Personnel about GAD.	To continually increase awareness and understanding on concepts, issues and policies regarding GAD of ASSCAT students and personnel.	MFO: HES	To conduct Seminar on Sexual Harassment Laws to ASSCAT Faculty and Staff from the Main and Satellite Campus.	Number of SH Laws Seminar conducted. - Two (2) batches of Seminar on Sexual Harassment Laws conducted to ASSCAT Faculty and Staff from the Main and Satellite Campus.	180,000.00	GAA	GFPS HRMO



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27	Limited knowledge of students, faculty and staff on GAD related information which results to low level of awareness on Gender and Development (GAD).	Limited opportunities to orient and capacitate ASSCAT Personnel about GAD and other GAD related topics.	To continually increase awareness and understanding on concepts, issues and policies regarding GAD of ASSCAT students and personnel.	MFO: HES	To conduct Reproductive and Mental Health Wellness Seminar to ASSCAT Faculty and Staff from the Main and Satellite Campus.	Number of seminars conducted. - Two (2) batches of Reproductive and Mental Health Wellness Seminar conducted to ASSCAT Faculty and Staff from the Main and Satellite Campus.  Number of participants attended the seminar, by sex. - Three Hundred Fifty (350) Faculty and Staff in attendance disaggregated by sex.	180,000.00	GAA	GFPS Health and Wellness Colleges HRMO Satellite Campus
<b>SUB-TOTAL</b>							10,028,000.00	GAA	
<b>TOTAL GAD BUDGET</b>							10,028,000.00		

<b>Prepared By:</b>	<b>Approved By:</b>	<b>Date</b>
		
<b>JOY C. CAPISTRANO, DPA</b>	<b>BELEN S. DELA PENA, Ph.D.</b>	
<b>GAD Focal Person</b>	<b>Officer-in-Charge, Office of the President</b>	01/17/2020



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