

ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2019

Sequence No.: 2018-006617				
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:	660,280,974.00			
Total GAD Budget	29,262,080.00	Primary Sources	29,262,080.00	
		Other Sources	0.00	
% of GAD Allocation:	4.43%			

	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
CLIENT-FOCUSED ACTIVITIES									



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

JOY C. CAPISTRANO, DPA
GAD FOCAL
PERSON/VICE-PRESIDENT
FOR ADMINISTRATION

JUARLITO V. GARCINES, PH.D.
SUC PRESIDENT II



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1	Most of the women in the adopted barangays of Imelda, San Andres 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 in the adopted barangays.	MFO: Extension	Conduct continual skills and livelihood training for the women in the adopted barangays of Imelda, San Andres and San Marcos.	Number of participants, by sex. - Fifty (50) participants per batch. No. of skills and livelihood trainings for women conducted in the adopted barangays (Imelda and San Marcos). - Nine (9) batches of skills and livelihood training for women conducted in the adopted barangays (Imelda and San Marcos).	2,500,000.00	GAA	Extension GFPS Faculty
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 advocacy on women's rights and their role in the national development and nation building.	To continually increase the awareness and enjoin the active participation of the ASSCAT administrators, faculty & staff, and students on the advocacy campaign for the promotion of women human rights.	MFO: HES	Women's Month Celebration. Activity to be conducted: Awarding of Outstanding Women and Men of ASSCAT.	Recognition of empowered/oustanding men and women in ASSCAT. - One (1) awardee each for both men and women category in the areas of Instruction, Administration, Research, Extension, etc. No. of women and men awarded, by type of award - One (1) awardee each for both men and women category in the areas of Instruction, Administration, Research, Extension, etc.	1,000,000.00	GAA	HRMO Research OSA SSG GFPS Extension Administration



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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 advocacy on women's rights and their role in the national development and nation building.	To continually increase the awareness and enjoin the active participation of the ASSCAT administrators, faculty & staff, and students on the advocacy campaign for the promotion of women human rights.	MFO: HES	Women's Month Celebration. Activity to be conducted: Forum Highlighting Women's Role in National Development	No. of employees in attendance. - 300 ASSCAT employees in attendance disaggregated by sex.	1,000,000.00	GAA	GFPS
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 advocacy on women's rights and their role in the national development and nation building.	To continually increase the awareness and enjoin the active participation of the ASSCAT administrators, faculty & staff, and students on the advocacy campaign for the promotion of women human rights.	MFO: HES	Women's Month Celebration. Activity to be conducted: Conduct of competition among students in the area of literature (e.g. debate, essay writing, extemporaneous speaking etc.) and drawing (e.g. poster and logo making).	No. of student participants in the contest. - 40 participants to various contests. (8 participants each from 5 different colleges)	500,000.00	GAA	GFPS SSG OSA



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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 advocacy on women's rights and their role in the national development and nation building.	To continually increase the awareness and enjoin the active participation of the ASSCAT administrators, faculty & staff, and students on the advocacy campaign for the promotion of women human rights.	MFO: HES	To conduct Anti VAWC Symposium for the 18-day campaign to end VAWC.	No. of symposiums conducted for the 18-day campaign to end Violence Against Women and Children (VAWC). - Three (3) batches of one-day symposium for the 18-day campaign to end VAWC conducted to 300 faculty and staff, and 4,000 students disaggregated by sex.	500,000.00	GAA	GFPS
6	Low level of awareness on adolescent and reproductive health concerns of ASSCAT students.	There is a limited opportunity to discuss adolescent and reproductive health concerns in the College since there is no venue to do such discussions (e.g. Seminars, symposiums etc.).	To increase the awareness of the ASSCAT students on Adolescent and Reproductive Health Issues.	MFO: HES	To conduct Adolescent and Reproductive Health Issues Seminar to ASSCAT Students.	No. of Adolescent and Reproductive Health Issues Seminars conducted to students of ASSCAT. - Four (4) batches of one-day seminar on Adolescent and Reproductive Health Issues with human sexuality education conducted to 4,000 students disaggregated by sex.	1,000,000.00	GAA	OSA GFPS SSG



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7	Limited knowledge of students, faculty and staff on GAD related information which results to low level of awareness on Gender and Development (GAD).	Lack of interventions and opportunities to conduct seminars/orientations related to GAD.	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 Gender Sensitivity Training (GST) and LGBTQA Awareness to students.	No. of Gender Sensitivity Training (GST) and LGBTQA Awareness conducted.- Four (4) Batches of Gender Sensitivity Training (GST) and LGBTQA Awareness conducted to students.	500,000.00	GAA	SSG GFPS OSA
8	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 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 Gender Awareness Information Drive during the weekly Monday convocation of the College.	Number of participants, by sex. - Target of 400 participants per information drive. No. of information drives conducted during the year (January-December). - Fifty (50) Gender Awareness information drives to be conducted during Monday convocations held in the College for the whole year.	2,500,000.00	GAA	GFPS OSA SSG



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9	Less safety and security among the women students with class schedule after 5:00pm.	Lack of proper lighting around the campus during night time.	To ensure safety and security in the campus especially for female students who have class schedule after 5pm.	MFO: HES	To improve the lighting facility in the campus by installing new led bulbs.	No. of new led bulbs that will be installed around the campus. - 150 new led bulbs will be installed around the campus.	300,000.00	GAA	MIS ICT Colleges Admin General Services
10	Low level of awareness on GAD among students, faculty and staff of ASSCAT.	Limited opportunities to orient and capacitate the student leaders, faculty, and staff of ASSCAT on GAD.	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 for student leaders, faculty, and staff of ASSCAT.	GAD Orientation conducted to the four (4) Colleges (CA, CTE, CAS, CEIS) of the main campus and one (1) satellite campus. - Five (5) batches of Basic GAD Orientation with 50 participants each. Basic GAD Orientation conducted for the student leaders of ASSCAT main and satellite campuses by the 2nd and 3rd quarter of 2018. - Five (5) batches of one-day Basic GAD Orientation with 50 student leader participants each.	1,500,000.00	GAA	CEIS Trento Satellite Campus CAS Administration CA CTE
ORGANIZATION-FOCUSED ACTIVITIES									



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11	Need to effectively capacitate assigned CODI and GAD Focal Point System Members of ASSCAT on GAD.	Limited capacity of GFPS and CODI members on the use of GAD tools.	To strengthen the capacity of GFPS and CODI members on the use of GAD tools.	MFO: HES	To conduct seminar-workshop on Gender Mainstreaming Evaluation Framework (GMEF).	No. of seminar-workshops conducted on the Gender Mainstreaming Evaluation Framework (GMEF) for GFPS members. - One (1) session two-day seminar-workshop for 24 GFPS members on how to use the Gender Mainstreaming Evaluation Framework (GMEF).	250,000.00	GAA	GFPS
12	Need to effectively capacitate assigned CODI and GAD Focal Point System Members of ASSCAT on GAD.	Limited knowledge and capacity of GFPS and CODI members on GAD-related laws and policies.	To continually raise the level of performance of CODI and GAD Focal Point System Members in handling gender-related issues in ASSCAT.	MFO: HES	To conduct of seminar-workshop on the review of the Sexual Harassment Policies and its applicability in the College and seminar-workshop on Gender Mainstreaming Evaluation Framework (GMEF) for the GFPS members (if there are new members of the GFPS).	No. of seminar-workshops conducted for the CODI members, representatives from the faculty, staff and students on the review of the Sexual Harassment Policies and its applicability in the College. - One (1) session two-day seminar-workshop for the 10 CODI members (6 Female 4 Males), and 10 representatives (6 Males 4 Females) from the faculty, staff and students on the review of the Sexual Harassment Policies and its applicability in the College.	300,000.00	GAA	CODI GFPS



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13	Lack of systematized documentation and regular reporting on GAD efforts of the College.	There is no system in disseminating GAD efforts within the College.	To maintain the GAD office records, and a visible and ready delivery of gender-related services. To make sure that the GAD efforts of the College are continually documented and shared to its faculty and staff, students and adopted communities.	MFO: HES	To continue the publication and production of the GAD Newsletter in ASSCAT.	Regular monthly meeting by the GFPS. - Regular monthly meeting by the GFPS for 12 months. GAD Newsletter per semester. - One (1) GAD Newsletter per semester. Provide Office equipment and supplies needed for documentation.	1,200,000.00 1,500,000.00	GAA GAA	News Letter Committee GFPS



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14	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 GFPS members to attend GAD capacity development activities.	To expand the knowledge and skills of the GFPS in the preparation of GAD Plan and Budget (GPB) and the GAD Accomplishment Report (AR).	MFO: HES	To conduct review of GAD Plan and Budget (GPB) and GAD Annual Report (AR).	No. of review GAD Plan and Budget (GPB) and the GAD Accomplishment Report (AR) conducted. - Two (2) review sessions GAD Plan and Budget (GPB) and the GAD Accomplishment Report (AR) conducted semi-annually.	300,000.00	GAA	GFPS
15	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 GFPS members to attend GAD capacity development activities	To expand the knowledge and skills of the GFPS in the preparation of GAD Plan and Budget and the GAD AR.	MFO: HES	To conduct GAD Plan and Budget (GPB) and GAD Accomplishment Report (AR) Preparation Workshop.	Number of participants, by sex. - 35 participants per workshop. No. of GAD Plan and Budget (GPB) and GAD Accomplishment Report (AR) Preparation Workshops conducted. - Two (2) GAD Plan and Budget (GPB) and GAD Accomplishment Report (AR) Preparation Workshops conducted.	500,000.00	GAA	GFPS



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16	Lack of GAD related researches in the College.	Limited number of faculty and staff who are interested to undertake GAD-related researches in the university.	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	To conduct GAD and GAD related researches.	No. of GAD and GAD related researches conducted. - Two (2) GAD and GAD related researches conducted.	500,000.00	GAA	Research
17	There is no system in disseminating GAD efforts within the College.	Lack of dedicated personnel to manage the GAD office and coordinate the dissemination of GAD efforts within the College.	To maintain the GAD office records, and a visible and ready delivery of gender-related services.	MFO: HES	Hiring of dedicated staff to manage the GAD office.	Continual operation and maintenance of the GAD office. - One designated full time and/or permanent staff to manage the GAD office. Continual operation and maintenance of the GAD office. - Hiring of 4 COS personnel to assist in the GAD Office.	290,000.00 322,080.00	GAA GAA	GAD



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18	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 update continually the GFPS on any GAD related mandates and updates.	Increased capacity of the GFPS and relevant personnel to mainstream gender in their agency mandate.	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, etc.	No. of local/regional/national/international GAD conferences/summits and all related activities attended. - Attendance of the GFPS members to 15 local/regional/national/international GAD conferences/summits and all related activities.	Food and Lodging Allowances 3,000,000.00 Registration Fees 1,000,000.00 Transportation Expenses 5,000,000.00	GAA GAA GAA	GFPS



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19	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 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 Gender Sensitivity Training (GST) to ASSCAT Personnel along with their spouses/partners.	No. of Gender Sensitivity Training (GST) conducted. - Four (4) batches of Gender Sensitivity Training (GST) with 25 pairs (50 Pax) in attendance conducted to personnel along with their partners/spouses.	1,000,000.00	GAA	HRMO GFPS
20	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 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 Gender Sensitivity Training (GST) to ASSCAT Faculty and Staff.	Number of participants, by sex. - 150 participants per batch. No. of Gender Sensitivity Training (GST) conducted. - Two (2) batches of Gender Sensitivity Training (GST) conducted to ASSCAT Faculty and Staff.	1,300,000.00	GAA	GAD HRMO



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21	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 the faculty and staff of ASSCAT regarding Sexual Harassment Laws.	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 Seminar on Sexual Harassment Laws.	Number of participants. - 150 participants per batch. No. of Sexual Harassment Laws seminars conducted. - Two (2) batches of Sexual Harassment Laws seminars conducted to the faculty and staff of ASSCAT.	500,000.00	GAA	HRMO GAD
22	Low level of awareness on GAD among students, faculty and staff of ASSCAT.	Limited opportunities to orient and capacitate the student leaders, faculty, and staff of ASSCAT on GAD.	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 for student leaders, faculty, and staff of ASSCAT.	Basic GAD Orientation conducted. - Three (3) batches of Basic GAD Orientation conducted for the 300 (100 per batch) faculty and staff of ASSCAT main and satellite campuses by the 1st and 3rd quarter of 2019.	1,000,000.00	GAA	HRMO GAD
SUB-TOTAL							29,262,080.00	GAA	
TOTAL GAD BUDGET							29,262,080.00		



Prepared By:	Approved By:	Date
JOY C. CAPISTRANO, DPA	JUARLITO V. GARCINES, Ph.D.	08/02/2018
GAD Focal Person/Vice-President for Administration	SUC President II	

