

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET  
FY 2015**

Agency : Cagayan State University  
 Department(Central Agency) : CHED  
 Total GAA of Agency : **405,174,000.00**

Gender Issue/GAD Mandate	Cause of the Gender Issue	GAD Result Statement/GAD Objective	Relevant Agency MFO/PAP	GAD Activity	Output Performance Indicators and Targets	GAD Budget	Source of Budget	Responsible Unit
<b>Client Focused</b>								
*Lack of/low level of awareness and understanding of GAD issues and concerns including legal mandates on GAD among students	Lack of opportunity to learn about GAD and core messages	To increase the level of awareness and understanding of CSU students on GAD concepts, issues, and concerns and laws on women	Higher Education	Conduct a series of Gender Sensitivity seminar with integration of VAW laws and Anti Sexual Harassment Act for student leaders	Ten (10) batches (two batches each for Andrews and Carig and one batch each for the other six campuses) of Gender Sensitivity seminar conducted for student leaders	400,000.00	GAA	OSS GFP
Need to address issues in higher education especially in region 02 (drop out rates, academic performance in hard sciences, etc.)	Lack of research to address gender issues and concerns in higher education in R02	To conduct research on gender issues in higher education of region 02	Research Services	Use of the scientific process to find causes of issues raised	10 Completed research manuscripts on identified higher education issues	500,000.00	GAA	RDET/Focal Person
*Lack of gender responsive PPA's in CSU's areas of concerns ( extension areas)	Lack of needed data to address practical needs and strategic interests of women and other disadvantaged groups in CSU and its areas of concern	To conduct survey/researches on practical needs and strategic interests of women and other disadvantaged groups in CSU and its areas of concern	Research Services	Research forum to identify gender gaps/ related issues  Call for proposals  Presentation and approval of proposals  Implementation of proposals	One (1) research forum  Twelve (12) research proposals presented and approved ( to identify practical needs and strategic interests	5,000,000.00  5 GAD focused researches approved for implementation	GAA	RDET/GFP

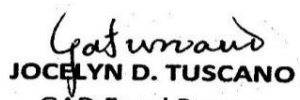
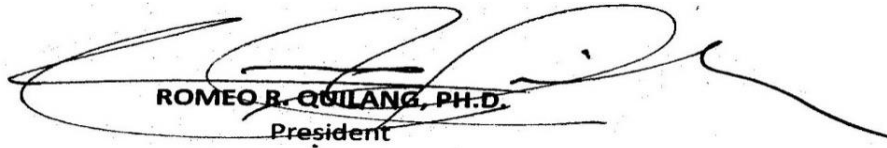
				Consolidation of data on practical needs and strategic interests of identified groups  Development of project/program to address the needs identified				
*Need to recognize capabilities of women ( in CSU and women in its areas of concern) for regional and national development	Lack of /low level of implementation of Magna Carta for Women	To increase the level recognition of women capabilities in national development	Extension services	Coordinate with women in extension areas  Organize/ register women in CSU and women in CSU's areas of concern	One registered women organization per campus	200,000.00	GAA	Extension/Focal Person
*Need to increase enrolment of women in Industrial Technology (non-traditional skills)  *Need to increase enrolment of men in Teacher Education	Pervasive Stereotyping on men/women and their abilities and capacities	To increase awareness of students (male and female) on their roles in industry and academe to eradicate stereotyping	Higher Education	Program campaign on female and male dominated courses cum GST among high school students in Cagayan  Develop fliers and brochures regarding career choices	8 campaign programs (all campuses)  20,000 fliers  20,000 brochures	180,000.00	GAA	Guidance Services/GAD Offices/OSSW /Academics
*Need to highlight women's right and their role in national development	Low level of recognition of women's role of in nation building	To participate in the observance of Women's Month Celebration 2015	Extension services	Conduct the following :  Photo Exhibit on Women who contributed to development (e.g. women in science, women in politics etc.)  Forum in connection with women's month  Hanging of tarpaulins on	10 tarpaulins (displayed)  10 Great Women photos exhibited (per campus)  1 forum/ seminar on reproductive rights (per campus)  500 faculty members,	400,000.00	GAA	RDET/OSS/Admin/ Focal Persons

				the 2015 Women's Month Theme	100 administrative staffs, 3500 and 400 women in the barangay participated			
*Need to involve women in environmental project vis a vis income opportunity	Lack of involvement of women in environmental project and in income opportunity	To provide income opportunities for women and at the same time educate them in environmental protection	Extension Services	To conduct extension activity to involve women in environmental project and income generation	1 extension environmental project	2,800,000.00	GAA	Focal Person/Extension/Research
<b>Organization Focused</b>								
*Need to strengthen and build capacity of CSU GAD FPS	Lack of capacity of GAD FPS on Gender Mainstreaming	To improve the capacity of GADFPS to gender mainstream the CSU organization	STO	Conduct GENAW and GST for GFPS members  Conduct training on Gender Mainstreaming and GAD Planning and Budgeting (GPB)  Encourage the attendance of GFPS members to GAD related seminars sponsored by other agencies	Fifty (50) GFPS members trained on gender sensitivity and gender awareness, Gender mainstreaming and GPB  Two GAD seminars attended by 18 TWG members and Campus focal persons	280,000.00	GAA	GFPS/RDET/Finance
* Need to document GAD efforts within CSU	Absence of systematic documentation of GAD efforts in CSU and its areas of concerns	To document and publish GAD efforts in CSU	Research services	Prompt documentation of all GAD activities  Organization of all GAD activities  Publication of GAD document report	1 GAD accomplished report published	50,000.00	GAA	RDET/MIS Focal person
*Pervasive use of sexist language in teaching and in administrative communications	Lack of knowledge on use of non-sexist terminologies	Improved use of non sexist language	STO	Development of brochures on non sexist language	One (1)brochure on non-sexist language	100,000.00	GAA	ODI/Admin /Focal Person

				Memorandum from the chief executive on use of gender sensitive language in administrative communication and in teaching	One (1) MC on use of gender sensitive language in teaching and in administrative communication			
*Low level of awareness and understanding of faculty members and administrative staff on GAD and related concerns	Lack of opportunities to learn about GAD issues and core messages and laws	To increase the level of awareness of faculty and administrative staff on GAD issues, concerns and core messages	STO	Conduct a series of GST for faculty members and administrative staff in the eight campuses of the university  Development and distribution of flyers/ brochures on GAD concerns such as ASHL,VAW, etc.	12 GSTs ( 3 GSTs for each of Carig and Andrews campus and 1GST each of the other six campuses)  2,000.00 brochures/flyers distributed	660,000.00	GAA	University and Campus focal persons/ Finance/ Admin/ ODI
Inadequate support services for employees with young children and breastfeeding mothers (non implementation of RA10028 and affecting productivity of women)	Productivity, effectiveness and efficiency of women employees are affected due to familial obligations affecting their promotions	Provide employees with young children and are lactating with private, clean and well ventilated facility for childcare and lactation	STO	Issuance of policy on the setting up of child minding center and lactating rooms in all campuses  setting up of child minding center and lactating rooms in all campuses	1 university policy on setting up of child minding center and lactating room  1 room allocated for child minding and lactation in all campuses	160,000.00 ( 20,000.00 per campus for room improvement only)	GAA	Admin/ODI/Infrastructure
*Need to capacitate researchers and extension workers on tools and analysis of gender related data	Lack of knowledge and difficulty of Faculty researchers /extension workers use of gender analytical tools	To capacitate CSU researchers/extension workers on use of gender analytical tools	Research services/ Extension services	Conduct /sponsor training on Socio-economic and Gender analysis (SEAGA)	Two batches of trained CSU researchers and extension workers on (SEAGA)	300,000.00	GAA	RDET/Focal Person

*Need to establish a comprehensive gender (socio-economic , performance, personality, etc.) profile of CSU students, faculty, and administrative staff	Lack of researches as bases to improve policies and rules of CSU	To establish comprehensive gender related data for male/female CSU students, faculty, and administrative staff	Research	Conduct of comprehensive research on profile of male/female CSU students, faculty, and administrative staff	1 completed research on profile (socio-economic, performance, personality) of male/female students, faculty, and administrative staff  1 completed research on gender roles of male/female faculty and administrative staff	650,000.00	GAA	Planning, Finance, GAD office
*Need to update sex disaggregated data	Absence of updated sex disaggregated data for students	To generate updated sex-disaggregated data for students	Research Services	Profiling of first year students in terms of academic, psychological and other socio-economic data  Disaggregate students' data based on sex	Final manuscript on sex disaggregated data for students	280,000.00 (50,000.00 for each of Carig and Andrews and 30,000.00 for the six other campuses)	GAA	Guidance/OSS /RDET/GFP

TOTAL								P 11,960,000
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Prepared by:	Approved by:	Date: 12/05/13
 <b>JOCELYN D. TUSCANO</b> GAD Focal Person	 <b>ROMEO B. QUILANG, PH.D.</b> President	