



Republic of the Philippines  
**OFFICE OF GENDER AND DEVELOPMENT (GAD)**  
Cagayan State University



GAD-5090-IC-ANDREWS-PO-2016-009

January 27, 2016

**IAN ROGER FRANCISCO, Ph.D.**

Planning Officer  
This University

Dear Dr. Francisco:

Submitting herewith copy of the CSU GAD Annual Accomplishment Report for Fiscal Year 2015.

Thank you.

Very truly yours,

  
**ROMEO C. CLEMENTE, Ph.D.**  
University GAD Focal Person

**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT**  
FY 2015

Agency : Cagayan State University  
Department (Central Agency) : CHED  
Total GAA of Agency :

Gender Issue/GAD Mandate	Cause of the Gender Issue	GAD Result Statement/ GAD Objective	Relevant Agency MFO/PAP	GAD Activity	Performance Indicators and Targets	Actual Result (Outputs/ Outcomes)	Total Agency Approved Budget	Actual Cost/Expenditure	Variance/ Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)

***Client-Focused Activities***

*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 series of Gender Sensitivity Seminar with integration of VAW laws and Anti Sexual Harassment Act for student leaders	Ten (10) batches (2 batches each for Andrews and Carig and one batch each for the other six campuses) of Gender Sensitivity Seminar conducted for student leaders	5 batches of Gender Sensitivity Seminar for students  1 forum on VAW for student leaders	400,000.00	416,125.00	Number of Gender Sensitivity Training planned was not met. However, actual expenditure exceeded the approved budget with the inclusion of additional activities/
				Workshop on Curriculum Revision (integration of GAD across curricular subjects)		4 batches of university-wide OBE Syllabi Workshop for the integration of GAD concepts across curricular			

[illegible]

Need to address issues in higher education especially in Region 02 (drop – out rates, academic performance in hard science, etc.)	Lack of research to address gender issues and concerns in higher education in Region 02	To conduct research on gender issues in Higher Education in RO2	Research Services	Use of the scientific process to find causes of issues raised	10 completed research manuscripts on identified Higher Education issues	9 researches completed 2 ongoing	500,000.00	2,611,572.00 1,514,711.70 (ODA)	Not all proposal submitted were completed
*Lack of gender responsive PPAs in CSU's areas of concerns (extension areas)	Lack of needed data to address practical needs and strategic interest 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 Consolidation of data on practical needs and strategic interests of identified groups Development of project/program to address the needs identified	One (1) research forum Twelve (12) research proposals presented and approved to identify practical needs and strategic interest	1 research forum 15 research proposals presented and approved 15 researches on practical needs/strategic interest ongoing 1 university-wide workshop on Gender Issues and Concerns: A CSU Strategy for Gender Mainstreaming	5,000,000.00	5,837,570.00	Number of proposals submitted exceeded the target

*Need to recognize capabilities of women (in CSU and women in its areas of concern) for regional and national development	Lack/low level of implementation of Magna Carta of Women	To increase the level of 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	10 women's organizations formed	200,000.00	250,000.00	Number of women's organization formed exceeded target.
Need to participate in the campaign on ending VAW	Need to raise level of awareness on Anti-Violence against Women and their Children	To participate in the 2016 campaign on Anti-Violence against Women and their Children	Extension services/Higher Education	Participation in the campaign against VAW	8 tarpaulins displayed	10 streamers on Campaign to End VAW displayed	200,000.00	320,624.00	Some activities conducted were not included in the plan submitted.	
PASUC Advisory No. 178, s. 2014 (SUCs to observe Anti-Violence against Women and their Children)					Fora on VAW	1 fora on VAW	Distributed GAD advocacy materials on 18-day campaign to End VAW (orange polo shirts and flyers on VAW)			
					Participate in the on-line campaign thread		Film viewing on "Boses", a VAW related movie, attended 526 students, 45 employees massively by students, employees and			

Need for gender responsive PPAs in extension areas	Low level of extension projects	To conduct activities that respond to the social conditions and welfare of identified extension areas	Extension Services	Forum/seminar/training /program on good governance, responsible parenting, health services and other extension operations/services that promote welfare of extension clients	4 related seminars	<p>1 forum on Empowering Citizens for a Smarter Local Governance for the residents of Namabbalan Sur, Tuguegarao City</p> <p>1 seminar on Juvenile Delinquency: Parent-Child Encounter among 33 local residents in Annafunan West, Tuguegarao City</p>	969,140.00	Activities implemented were not included in the plan submitted

6 batches of People's Caravan Operation Blessings in Rizal, Sto. Nino, Tuao, Calamaniugan, Piat, Lasam, and Amulung Cagayan					
1 seminar on Stress Debriefing and Counseling					
Seminar with 76 WCPD officers					
4 literacy and numeracy program					
1 integrated health services program					
5 batches of seminar-training on disaster preparedness and crime prevention in Sanchez Mira, Cagayan					

					1 seminar on teaching assessment strategies and assessment procedure			
Need to provide guidance and other means to improve social, economic, spiritual and moral aspect of the students	Academic performance of students are affected due to social, economic and spiritual problems	To conduct guidance and counseling services to students	Higher Education	counseling service in all campuses  career guidance seminar  growth sessions in each of the campuses  other related	935 students counseled  12 seminars on career guidance attended by 3,881 students  9 growth sessions (Time Management for Effective Study Habits, Gender and Sexuality, Gender and Development, College Preparedness, Teenage Pregnancy , Stress Mangement, etc.) attended by 6,462 students  8 other related fora/symposia	3,922,461.00	Activities implemented were not included in the plan submitted.	

				for a/symposia administer psychological examination		attended by 7,342 students 4,181 students underwent psychological examination 10 guidance counselors, 10 guidance staff and 5 student assistants worked for guidance and counseling services	180,000.00	220,000.00	Planned number of activities was met
*Need to recognize capabilities of women (in CSU and women in its areas of concern) for regional and national	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	8 campaign programs (all campuses) 20,000 flyers 20,000 brochures	1 workshop on the production and development of GAD IEC materials promoting male and female dominated courses 12 types of brochure produced for printing school campaign			

				in secondary schools			
*Need to highlight women's right and their roles in national development	Low level of recognition of women's roles in nation building	To participate in the observance of 2015 Women's Month Celebration	Extension Services/ Higher Education/ STO	<p>Conduct the following:</p> <p>Hanging of tarpaulins on the 2015 Women's Month Theme</p> <p>10 tarpaulins displayed</p> <p>10 tarpaulins displayed</p>	<p>10 tarpaulins displayed</p> <p>10 tarpaulins displayed</p>	400,000.00	<p>281,658.000 (for Women's Month organization focused activities)</p> <p>100% implemented as planned</p> <p>Some activities conducted were not included in plan submitted</p>
				<p><b>Carig Campus:</b></p> <p>-Uploading of the 2015 Women's Month official logo, advocacy materials and theme to the official Facebook page of the campus</p> <p>-Distribution of a newsletter for the National Women's Month</p>	<p>10 Great Women photos exhibited (per campus)</p> <p>1 forum/ seminar on reproductive rights (per campus)</p> <p>logo and advocacy materials were uploaded</p> <p>50 copies were distributed</p>		

			<p>- Women's Month Photo Contest</p>		25 photo entries		
			<p>- Theatrical show on Women's Empowerment</p>		200 students joined the show		
			<p>- Pataraday 2015: Upholding and Empowering the Rights and Welfare of the Youth</p>		220 CSU students (student leaders, student journalists, and members of LGBT) joined the event		
			<p>- Career orientation seminar on labor laws, sexual harassment in the workplace and illegal recruitment</p>		1,250 graduating students		
			<p><b>Lal-lo</b></p>				
			<p>- Conduct of Gender Sensitivity Training with the integration of women empowerment</p>		375 graduating students of the different colleges participated		

			<ul style="list-style-type: none"><li>- Convocation with the conduct of contested activities (singing contest, song writing, jingle, acrostic in Ilocano, graphics illustration contest and slogan completion)</li></ul>		Massive participation of students (all the 25 faculty members and administrative officials participated also in the activity)	
			<b>Lasam</b> <ul style="list-style-type: none"><li>- Growth Session On Gender and Development</li></ul>		113 college students attended	
			<b>Piat</b> <ul style="list-style-type: none"><li>-Bulletin board display on Women's Month</li></ul>		Posted in one (1) college (college of Education)	
			<ul style="list-style-type: none"><li>-Distribution of GAD University brochures</li></ul>		50 copies were distributed	
			<b>Sanchez Mira</b> <ul style="list-style-type: none"><li>-Bulletin boards display on Women's Month theme</li></ul>		Bulletin boards displayed to 4,000 students and campus employees	

*Pervasive use of sexist language in teaching and in administrative communications	Lack of knowledge on the 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	1 brochure developed and distributed 1 curriculum support material	100,000.00	35,000.00	Photocopied other brochures which reduced the cost
				Memorandum from the chief executive on the use of gender sensitive language in administrative communication and in teaching	One (1) MC on the use of gender sensitive language in administrative communication and in teaching	1 MC on the use of gender fair language			
*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 series of GST for faculty members and administrative staff in the 8 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 1 GST each of the other 6 campuses)  2,000 brochures/flyers distributed	Distributed 3,000 brochures on GAD legal mandates, CSU GAD primer, Anti-Sexual Harassment, Violence against Women, Magna Carta of Women, and other GAD related materials	660,000.00	416,118.00	Planned number of Gender Sensitivity Training was not met  Other activities not included in the plan were conducted

					<p>Distributed GAD T-shirts to faculty members and staff at Sanchez Mira campus</p> <p>Put up GAD corners in CSU campuses</p> <p>CSU guidance counselors attended training on Handling Gender-Based Violence</p>			
					<p>Andrews Campus 1 lactating corner put up in each of the 4 colleges</p> <p>160,000.00 (20,000.00 per campus fro room improvement)</p> <p>109,000.00</p> <p>Lactating corners of other campuses will be put up next year.</p>			
Inadequate support services for employees with young children and breastfeeding mothers (non implementation of RA1028 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	<p>Issuance of policy on the setting up of child minding center and lactating rooms in all campuses</p> <p>Setting up of child minding center and lactating rooms in all campuses</p>	<p>1 university policy on setting up of child minding center and lactating room</p> <p>1 room allocated for child minding and lactation in all campuses</p> <p>Sanchez Mira 1 child minding center and lactating room</p>			

Need to highlight women's right and their role in the national development	Low level of recognition of women's role in nation building	To participate in the observance of Women's Month 2014 in accordance with proclamation no. 224 and 227, series of 1998	STO/ Higher Education	<p><b>Andrews</b></p> <p>Conduct of forum on Violence Against Women and Children for faculty</p> <p><b>Carig</b></p> <p>-Distribution of CSU-GAD shirt with the official National Women's Month celebration design</p> <p>-Zumba during the flag ceremony to the tune of "Bangon Babae, Bangon" and poetry reading entitled "Ipagbunyi Mo ang Pagiging Babae"</p> <p><b>Gonzaga</b></p> <p>-Tribute to women employees of the campus with the giving of flowers</p>	500 faculty members, 100 administrative staffs, 3500 and 400 women in the barangay participated	195 faculty members participated		72,148.00	100% implemented as planned
						100 women employees were distributed with shirts in the campus			Some activities conducted were not included in plan submitted.
						100 employees			
						all female employees were serenaded and given flowers			

				<p><b>Sanchez Mira</b></p> <p>-Tribute to women employees of Sanchez Mira Campus (serenade, giving of red roses, &amp; bookmarks)</p>		<p>350 employees &amp; students participated</p>		
				<p>-Beauty and Wellness Treat for all women employees of the campus(free pedicure, manicure &amp; body massage)</p>		<p>50 employees were given the treat</p>		

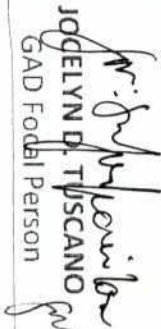
*Need to capacitate researchers and extension workers on tools and analysis of gender related data	Lack of knowledge and difficulty of faculty researchers/extension workers on the use of gender analytical tools	To capacitate CSU researchers/extension workers of the use of gender analytical tools	Research Services/Extension Services	Conduct/sponsor training on Soci-Economic and Gender Analysis (SEAGA)	Two batches of trained CSU researchers and extension workers on SEAGA	CSU GAD Focal Persons attended National Training on Gender Analysis Tools	3000,000.00	56,000.00	No training conducted in CSU yet.
*Need to establish a comprehensive gender (socio-economic, performance, personality, etc.) profile of CSU students, faculty and administrative staff	Lack of researches on bases to improve policies and rules of CSU	To establish comprehensive gender related data for male/female CSU students, faculty and administrative staff	Research Services	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	2 researches completed	650,000.00	719,350.00	100% implemented as planned

*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	Final manuscript on sex disaggregated data for students	17 university-wide sex disaggregated data for students (per program)	280,000.00 (50,000.00 for each of Carig and Andrews and 30,000.00 for the 6 other campuses)	310,000.00	100% implemented as planned.
--	--	---	-------------------	--	---	--	---	------------	------------------------------

TOTAL:

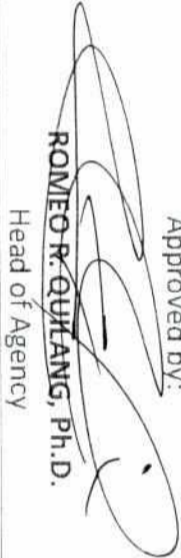
P28,574,697.00

Prepared by:

  
JOCelyn D. TUSCANO  
GAD Focal Person

01/04/16

Approved by:

  
ROMEO R. QUIANG, Ph.D.  
Head of Agency

Date: December 29, 2015