CSU Gender Mainstreaming Initiative

- Engagement of the GAD Focal Point System at the Central and Campus Offices
- Establishment of University GAD office and Gender Resource Center (GRC)
- Continuing Gender Awareness and Gender Sensitivity Trainings for Administrative Staff, Faculty Members and Students
- Development and Production of IEC Materials/AVP, brochures, etc. for GAD and its Core Messages
- Continuous Sex/Gender data disaggregation for students, faculty members, and administrative staff
- Undertake activities to support students’ welfare (e.g. career guidance, counseling services, growth sessions, sports involvement of women, etc.)
- Conduct researches to benefit women and other disadvantaged groups, such as:
  a) Practical Needs and Strategic Interest of Women
  b) Roles and Contributions of Women in Different Communities (e.g. Ethnic and Indigenous Groups))
- Support women and other groups through the conduct of extension activities (e.g. market opportunity awareness, technology transfer on processing and packaging, gender sensitivity training, etc.)
- Collaboration with other agencies on different GAD undertakings
- Development of Gender Sensitive Curriculum
- Construction of PWD responsive infrastructure
- Integration of gender sensitivity in all university manuals
- Strengthening programs for women’s participation in sports

CSU GAD Focal Point System

President

VP Academic Affairs
VP RD/ET
VP Administrative Affairs

Human Resource Management
Finance
Planning
Research
Extension
Student Services and Welfare
Guidance Services
Infrastructure
Instruction
Sports

GAD TWG Members

CEO Surbez Miras
CEO Apurri
CEO Lallo
CEO Piat
CEO Carig
CEO Andrews
CEO Gonzaga
CEO Lozam

Gender and Development Office
Cagayan State University
Andrews Campus, Tuguegarao City

Email: csugadoffice@yahoo.com
Tel. No.: (078) 844-0430/Fax No.: (078) 844-4119
Cell. No.: (+63) 917 874 6755

Strengthening partnership of women and men towards development
**What is Gender and Development (GAD)**

Gender and Development (GAD) is a development perspective that recognizes the unequal status and situation of women and men in the society. It is a process that is participatory and empowering, equitable, sustainable, free from violence, respectful of human rights, and supportive of self-determination and actualization of human potentials. At the same time, it addresses women's strategic interests and the interests of the poor through people-centered development and gender mainstreaming activities.

**Gender Mainstreaming** refers to the strategy for making women's concerns and experiences as well as those of the men, an integral dimension of the design, implementation, monitoring, and evaluation of policies and programs in all social, political, civil, and economic spheres so that women and men benefit equally. Hence, inequality is not perpetuated, and discrimination against women will be minimized or eradicated.

**Discrimination Against Women** is any gender-based distinction, exclusion, or restriction which has the effect or purpose of impairing or nullifying the recognition, enjoyment, or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil, or any other field.

**Legal Bases of GAD**

Here are some of the legal bases for establishment of CSU GAD office:

- Pursuant to Republic Act 9710 or the Magna Carta of Women, agencies are tasked to formulate a GAD office and implement the utilization of at least five percent (5%) of their total budget appropriations.

- Philippine Constitution, Article II Section 14: the State recognizes the role of women in nation-building and shall ensure the fundamental equality before the law and men.

- Republic Act 7192, February 12, 1992. Women in Development and Nation-building Act which promotes the integration of women as full and equal partners of men in development and nation-building and for other purposes.

- Gender and Development Accord of Philippine Higher Education Institutions with a Declaration of Commitment and Partnership among the presidents of the State Universities and Colleges, other Public Higher Education Institutions, and Private Higher Education Institutions.