

**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT
FY 2023**

Reference: Endorsed GPB #2023-016046

Date Endorsed: Apr 25, 2024

Organization: Cagayan State University

Organization Category: State Universities and Colleges, State Universities and Colleges

Organization Hierarchy: Cagayan State University

Total Budget/GAA of Organization: 0.00

Actual GAD Expenditure 53,481,264.00 **Original Budget** 56,821,000.00

% Utilization of Budget 94.12

% of GAD Expenditure: 5.05%

Gender Issue/GAD Mandate	Cause of Gender Issue	GAD Result Statement GAD/Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Output Performance Indicators / Target	Actual Result (Outputs / Outcomes)	Total Agency Approved Budget	Actual Cost / Expenditure	Responsible Unit / Office	Remarks
CLIENT-FOCUSED ACTIVITIES										
1	*Insufficient knowledge and understanding of GAD Focal Point System (GFPS) members on GAD.	Few opportunities to learn about GAD and its core messages	Increase knowledge and awareness of students on GAD and its core messages	MFO: Higher Education, STO	Conduct GST among students	No. of batches of Gender Sensitivity seminars conducted - 10 batches Gender Sensitivity seminars conducted - 2 batches for Carig Campus among 2,000 female and 1,500 male students - 1 batch for Aparri Campus among 800 female and 500 male students -1 batch for Gonzaga Campus among 300 female and 200 male students -1 batch for Lallo Campus among 300 female and 200 male students -1 batch for Lasam Campus among 150 female and 100 male students -1 batch for Piat Campus among 400 female and 200 male students -1 batch for Sanchez Mira Campus among 500 female and 300 male students	14 batches of Gender Sensitivity seminars conducted among 1,051 female and 1,913 male students	100,000.00 407,000.00 GAA GAA	Academics, Campus OSDW, Campus GAD Offices	Done.
2	*Pervasive use of sexist language among employees	Insufficient knowledge and awareness on Gender Fair Language	Increase knowledge and awareness of students on Gender Fair Language to reduce the incidences of gender stereotyping	MFO: Higher Education, STO	Conduct seminars on Gender Fair Language	No. of seminars on Gender Fair Language conducted - 8 seminars on Gender Fair Language conducted -1 seminar for Andrews Campus among 800 female and 500 male students -1 seminar for Carig Campus among 1,000 female and 700 male students -1 seminar for Aparri Campus among 500 female and 300 male students -1 seminar for Gonzaga Campus among 300 female and 150 male students -1 seminar for Lallo Campus among 200 female and 150 male students -1 seminar for Lasam Campus among 100 female and 80 male students -1 seminar for Piat Campus among 300 female and 200 male students -1 seminar for Sanchez Mira Campus among 300 female and 200 male students	2 seminars on Gender Fair Language conducted among 300 female and 200 male students	100,000.00 110,000.00 GAA GAA	OSSW, GAD Office, Academics	Done.

	Gender Issue/GAD Mandate	Cause of Gender Issue	GAD Result Statement GAD/Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Output Performance Indicators / Target	Actual Result (Outputs / Outcomes)	Total Agency Approved Budget	Actual Cost / Expenditure	Responsible Unit / Office	Remarks
3	*Pervasive use of sexist language among employees	Insufficient knowledge and awareness on Gender Fair Language	Increase knowledge and awareness of students on Gender Fair Language to reduce the incidences of gender stereotyping	MFO: Higher Education, STO	Reproduce and Distribute brochures on Gender Fair Language	No. of brochure on Gender Fair Language reproduced and distributed - 2,000 brochure on Gender Fair Language reproduced and distributed	8,000 brochures on Gender Fair Language reproduced and distributed	50,000.00 GAA	80,000.00 GAA	OSSW, GAD Office, Academics	Done.
4	*Increasing number of adolescent pregnancy in CSU	Insufficient knowledge on adolescent sexual and reproductive health	Decrease incidence of adolescent pregnancy among students Increase knowledge and understanding on adolescent sexual and reproductive health	MFO: Higher Education, STO	Conduct fora on adolescent sexual and reproductive health and rights	No. of fora on adolescent sexual and reproductive health and rights conducted - 8 fora on adolescent sexual and reproductive health and rights conducted -1 forum for Andrews Campus among 800 female and 500 male students -1 forum for Carig Campus among 1,000 female and 700 male students -1 forum for Aparri Campus among 500 female and 300 male students -1 forum for Gonzaga Campus among 300 female and 150 male students -1 forum for Lallo Campus among 200 female and 150 male students -1 forum for Lasam Campus among 100 female and 80 male students -1 forum for Piat Campus among 300 female and 200 male students -1 forum for Sanchez Mira Campus among 300 female and 200 male students	11 fora on adolescent sexual and reproductive health and rights conducted among 602 female and 552 male students	100,000.00 GAA	322,806.00 GAA	OSSW, TWG, Academics, Campus GAD Offices	Done.
5	*Increasing number of adolescent pregnancy in CSU	Insufficient knowledge on adolescent sexual and reproductive health	Decrease incidence of adolescent pregnancy among students Increase knowledge and understanding on adolescent sexual and reproductive health	MFO: Higher Education, STO	Conduct Growth Sessionson:-Human Sexuality-Gender and Development Issues	No. of Growth Sessions conducted - 10 Growth Sessions conducted: -2 sessions for Andrews Campus among 500 female and 200 male students - 2 sessions for Carig Campus among 700 female and 500 male students -1 session for Aparri Campus among 300 female and 100 male students -1 session for Gonzaga Campus among 150 female and 100 male students -1 session for Lallo Campus among 150 female and 100 male students -1 session for Lasam Campus among 80 female and 50 male students -1 session for Piat Campus among 200 female and 150 male students -1 session for Sanchez Mira Campus among 250 female and 150 male students	5 Growth Sessions conducted among 1,462 female and 591 male students	250,000.00 GAA	242,000.00 GAA	OSSW, TWG, Academics, GAD Offices, Campus Guidance Offices	Done.
6	*Increasing incidence of sexual harassment	Insufficient knowledge on Sexual Harassment and other related laws	Increase and strengthen knowledge of students on laws related to Sexual Harassment and other forms of abuse Reduce the incidence of Sexual Harassment cases Increase knowledge on protecting students against abuse	MFO: Higher Education, STO	Conduct seminars on laws related to Sexual Harassment	No. of seminars on laws related to Sexual Harassment conducted - 8 seminars on laws related to Sexual Harassment conducted - 1 seminar for Andrews Campus among 800 female and 500 male students -1 seminar for Carig Campus among 1,000 female and 700 male students -1 seminar for Aparri Campus among 500 female and 300 male students -1 seminar for Gonzaga Campus among 300 female and 150 male students -1 seminar for Lallo Campus among 200 female and 150 male students -1 seminar for Lasam Campus among 100 female and 80 male students -1 seminar for Piat Campus among 300 female and 200 male students -1 seminar for Sanchez Mira Campus among 300 female and 200 male students	5 seminars on laws related to Sexual Harassment conducted among 1,304 female and 1,419 male students	100,000.00 GAA	69,225.00 GAA	OSSW, Academics, Campus GAD Offices	Done.

	Gender Issue/GAD Mandate	Cause of Gender Issue	GAD Result Statement GAD/Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Output Performance Indicators / Target	Actual Result (Outputs / Outcomes)	Total Agency Approved Budget	Actual Cost / Expenditure	Responsible Unit / Office	Remarks
7	*Increasing incidence of sexual harassment	Insufficient knowledge on Sexual Harassment and other related laws	Increase and strengthen knowledge of students on laws related to Sexual Harassment and other forms of abuse Reduce the incidence of Sexual Harassment cases Increase knowledge on protecting students against abuse	MFO: Higher Education, STO	Renewal of CODI membership	No. of CODI membership renewed - 8 CODI membership renewed	9 CODI membership renewed	12,000.00 GAA	20,000.00 GAA	OSSW, Academics, Campus GAD Offices	Done.
8	*Non-reporting of Sexual Harassment cases in the campuses	Inadequate number of mechanisms to convince reporting of sexual harassments	Reduce incidence and non-reporting of Sexual Harassment cases	MFO: Higher Education, STO	Establishment of Womens desk	No. of Womens desk established/ renewed - 8 women desks established/ renewed	5 women desks established/ renewed	2,000,000.00 GAA	3,000,000.00 GAA	OSSW, Auxiliary, HR, Campus GAD Offices,	Done.
9	*Non-reporting of Sexual Harassment cases in the campuses	Inadequate number of mechanisms to convince reporting of sexual harassments	Reduce incidence and non-reporting of Sexual Harassment cases	MFO: Higher Education, STO	Distribution of brochures on Anti-Sexual Harassment	No. of brochures on Anti-Sexual Harassment distributed - 2,000 copies for 3 brochures	600 brochures on Anti-Sexual Harassment were distributed	30,000.00 GAA	18,000.00 GAA	OSSW, Auxiliary, HR, Campus GAD Offices	Done.
10	*Increasing incidences of gender discrimination among students who belong to the LGBTQ community	Absence of advocacy campaigns to support LGBTQ students	Reduce the incidence of gender discrimination among LGBTQ students	MFO: Higher Education, STO	Conduct awareness campaigns on the SOGIE	Number of awareness campaigns on the SOGIE conducted - 8 awareness campaigns on the SOGIE conducted	1 awareness campaign on the SOGIE conducted among 18 female and 3 male students	50,000.00 GAA	25,000.00 GAA	Academics, OSSW, Campus GAD Offices	Done.
11	*Increasing incidences of gender discrimination among students who belong to the LGBTQ community	Absence of a Mechanism to support LGBTQ students	Reduce the incidence of gender discrimination among LGBTQ students	MFO: Higher Education, STO	Establish an organization for LGBTQ students	Number of LGBTQ Students Organizations established - 8 LGBTQ Students Organizations established	Not yet established	50,000.00 GAA	0.00 GAA	Academics, OSSW, Campus GAD Offices	Not Done.
12	*Increasing incidences of gender discrimination among students who belong to the LGBTQ community	Absence of a Mechanism to support LGBTQ students	Reduce the incidence of gender discrimination among LGBTQ students	MFO: Higher Education, STO	Establish comfort rooms for LGBTQ students	Number of comfort rooms for LGBTQ students - 2 comfort rooms for LGBTQ students	Not yet established.	100,000.00 GAA	0.00 GAA	Academics, OSSW, Campus GAD Offices, Infrastructure	Not Done.
13	*Increasing incidences of gender discrimination among students who belong to the LGBTQ community	Absence of a Mechanism to support LGBTQ students	Reduce the incidence of gender discrimination among LGBTQ students	MFO: Higher Education, STO	Issuance of a policy on cross-dressing	Number of policies on cross dressing issued - 1 policy on cross dressing issued	1 policy on cross-dressing issued	50,000.00 GAA	50,000.00 GAA	Academics, OSSW, Campus GAD Offices	Done.

	Gender Issue/GAD Mandate	Cause of Gender Issue	GAD Result Statement GAD/Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Output Performance Indicators / Target	Actual Result (Outputs / Outcomes)	Total Agency Approved Budget	Actual Cost / Expenditure	Responsible Unit / Office	Remarks
14	*Observance of the National Women's Month in accordance to Proclamation on Nos. 224, 227, Series of 1998	Discrimination and bias towards women Unequal opportunities afforded to women	Recognize the rights and roles of women in the development	MFO: Higher Education, STO, Extension	Conduct of activities for National Women's Month Celebration	No. of tarpaulins hung - 8 tarpaulins hung No. of seminars on women empowerment or livelihood skills development training conducted - 8 seminars on women empowerment or livelihood skills development training conducted among 1,000 women beneficiaries No. of freebies/ discounted services provided - 10 freebies/ discounted services provided No. of competitions conducted - 8 competitions on Womens Empowerment theme conducted No. of Films in the campus activity conducted - 8 Films in the campus activity conducted No. of advocacy campaigns conducted - 3 advocacy campaigns conducted No. of brochure on Magna Carta of Women developed - 1 brochure on Magna Carta of Women developed No. of brochures on Magna Carta of Women distributed - 2,000 brochures on Magna Carta of Women distributed No. of copies on womens rights and empowerment reproduced - 2,000 copies on womens rights and empowerment reproduced for 5 brochures	9 tarpaulins hung 11 seminars on women empowerment or livelihood skills development training conducted among 211 women beneficiaries 10 freebies/ discounted services provided 5 competitions on women empowerment theme conducted 8 Films in the campus activity conducted 9 advocacy campaigns conducted 1 brochure on Magna Carta of Women developed 800 brochures on Magna Carta of Women distributed 800 copies on women's rights and empowerment reproduced for 5 brochures	1,000,000.00 GAA	2,000,000.00 GAA	University and Campus GFPS	Done.
15	*Observance of the Breastfeeding Awareness Month in accordance to Republic Act 10028 (Expanded Breastfeeding Promotion Act of 2009)	Need to raise public awareness on the importance of breastfeeding Need to further promote breastfeeding in the country	Raise public awareness on the importance of breastfeeding Further promote breastfeeding in the country	MFO: Higher Education, STO	Conduct activities for the Observance of the Breastfeeding Awareness Month	No. of advocacy campaigns conducted - 2 advocacy campaigns conducted No. of infographic brochure on breastfeeding developed - 1 infographic brochure on breastfeeding developed No. of distributed infographic brochure on breastfeeding - 2,000 brochures on breastfeeding developed No. of installed lactating corners renovated - 8 installed lactating corners renovated	9 advocacy campaigns conducted 1 infographic brochure on breastfeeding developed N/A 9 installed lactating corners renovated	300,000.00 GAA	156,420.00 GAA	All Campus GAD Focal Point System, Admin, Academics	Done.

	Gender Issue/GAD Mandate	Cause of Gender Issue	GAD Result Statement GAD/Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Output Performance Indicators / Target	Actual Result (Outputs / Outcomes)	Total Agency Approved Budget	Actual Cost / Expenditure	Responsible Unit / Office	Remarks
16	*Observance of the National Childrens Month in accordance to the Republic Act No. 10661	Need to realize the rights of children	Progressively realize the rights of children	MFO: Higher Education, STO	Conduct advocacy campaigns on-RA 11596 or Prohibition of Child Marriage Law-Executive Order No. 275: Creating a Committee for the Special Protection of Children from all forms of Neglect, Cruelty, Exploitation, Discrimination, and others-Childrens rights	No. of advocacy campaigns conducted - 3 advocacy campaigns conducted	9 batches of online advocacy campaigns thru IEC materials conducted among 500 female and 300 male students	50,000.00 GAA	22,500.00 GAA	All Campus GAD Focal Point System, Admin, Academics	Done.
17	*Observance of the National Childrens Month in accordance to the Republic Act No. 10661	Need to realize the rights of children	Progressively realize the rights of children	MFO: Higher Education, STO	Reproduction of the developed brochure on Childrens rights	No. of brochures on Childrens rights reproduced - 2,000 brochures on Childrens rights reproduced	250 brochures on Children's rights reproduced	10,000.00 GAA	6,250.00 GAA	All Campus GAD Focal Point System, Admin, Academics	Done.
18	*PASUC Advisory No. 178, s. 2014 (SUCs to observe Anti-Violence against Women and their Children)	Growing incidence of VAWC cases in the region Inadequate knowledge on laws related to Anti-VAWC	Help decrease incidence of VAWC cases Campaign for Anti-VAWC Increase and strengthen knowledge on laws related to VAWC	MFO: Higher Education, STO	Conduct of activities for the 18-day campaign to end Violence Against Women	No. of brochures on Anti-Bastos law reproduced - 2,000 brochures on Anti-Bastos law reproduced No. of Advocacy campaigns conducted - 3 advocacy campaigns conducted No. of tarpaulins hung - 8 tarpaulins hung No. of fora on Anti-Abuse laws and protection of women and children conducted - 10 Fora on Anti-Abuse laws and protection of women and children laws conducted such as: -Anti-Sexual Harassment Law, -Anti-Bastos Law, -Anti-Rape Law, -Anti-Bully Law, and -Anti-VAWC Law among students conducted (2 for each of Andrews and Carig Campuses and 1 for Aparri, Gonzaga, Lallo, Lasam, Piat and Sanchez Mira) 2 fora for Andrews Campus among 800 female and 500 male students -1 seminar for Carig Campus among 1,000 female and 700 male students -1 seminar for Aparri Campus among 500 female and 300 male students -1 seminar for Gonzaga Campus among 300 female and 150 male students -1 seminar for Lallo Campus among 200 female and 150 male students -1 seminar for Lasam Campus among 100 female and 80 male students -1 seminar for Piat Campus among 300 female and 200 male students -1 seminar for Sanchez Mira Campus among 300 female and 200 male students	9 tarpaulins hung 17 Fora on Anti-Abuse laws and protection of women and children laws conducted such as: -Anti-Sexual Harassment Law, -Anti-Bastos Law, -Anti-Rape Law, -Anti-Bully Law, and -Anti-VAWC Law among students conducted among 139 female and 67 male students 9 advocacy campaigns conducted 1,000.00 brochures on Anti-Bastos law reproduced	1,500,000.00 GAA	2,000,000.00 GAA	University and Campus GFPS	Done.
19	*Sec. 17 of the IRR of MCW provides for the strengthening of programs for the participation of women in sports	Weak sports and development programs for women athletes/players	Eliminate gender stereotyping in sports Provide equal access to full men and women benefits of engagement in sports Break the cycle of inequality in sports	MFO: Higher Education, STO	Conduct GDD or Gender Disaggregated Data	No. of analysis of SDD conducted - 2 GDD conducted	1 GDD conducted	90,000.00 GAA	45,000.00 GAA	University Sports Office, GAD Office, Academics, Campus GAD, MIS	Done.

	Gender Issue/GAD Mandate	Cause of Gender Issue	GAD Result Statement GAD/Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Output Performance Indicators / Target	Actual Result (Outputs / Outcomes)	Total Agency Approved Budget	Actual Cost / Expenditure	Responsible Unit / Office	Remarks
20	*Sec. 17 of the IRR of MCW provides for the strengthening of programs for the participation of women in sports	Weak sports and development programs for women athletes/players	Eliminate gender stereotyping in sports Provide equal access to full men and women benefits of engagement in sports Break the cycle of inequality in sports	MFO: Higher Education, STO	Conduct GAD integrated sports and wellness activity among student female athletes/ players	No. of GAD integrated sports and wellness activity conducted among student female athletes/ players conducted - 8 GAD integrated sports and wellness activities conducted among 30 student female athletes/ players conducted	4 batches of GAD integrated sports and wellness activities such as National Referees Accreditation and University meet conducted among 225 student female athletes/ players conducted	100,000.00 GAA	110,000.00 GAA	University Sports Office, GAD Office, Academics, Campus GAD	Done.
21	*Sec. 17 of the IRR of MCW provides for the strengthening of programs for the participation of women in sports	Weak sports and development programs for women athletes/players	Eliminate gender stereotyping in sports Provide equal access to full men and women benefits of engagement in sports Break the cycle of inequality in sports	MFO: Higher Education, STO	Retrofit Physical Fitness Rooms or dressing rooms for student female athletes	No. of Physical Fitness Rooms or dressing rooms for student female athletes retrofitted - 8 Physical Fitness Rooms or dressing rooms for student female athletes retrofitted	14 Physical Fitness Rooms or dressing rooms for student female athletes retrofitted	100,000.00 GAA	100,000.00 GAA	University Sports Office, Academics, Campus GAD Offices, Infrastructure	Done.
22	*Section 37.D of the IRR of the MCW mandates the development and maintenance of an age-and sex-disaggregated data	Absence of updated sex-disaggregated data for students that will serve as inputs or bases for planning, programming and policy formulation	Update GAD database that generates gender statistics that will serve as inputs for planning, programming and planning formulation	MFO: STO, Higher Education	Establish and update a GAD Data Bank for Students	No. of GAD Data Banks for students established and updated - 8 GAD Data Banks for students established and updated	8 GAD Data Banks for students established and updated	1,000,000.00 GAA	630,000.00 GAA	Academics, OSDW, Guidance Office and GAD Office, MIS	Done.
23	*Lack of GAD statistics on the external clients of the university	Absence of GAD statistics on the external clients of the university	Generate GAD statistics for external clients	MFO: Research Services and Extension	Conduct SDD on men and womens participation and benefits in CSUs extension programs/projects	No. of SDD on men and womens participation and benefits in CSUs extension programs/projects conducted - 8 SDD on men and womens participation and benefits in CSUs extension programs/projects conducted	3 SDD on men and womens participation and benefits in CSUs extension programs/projects conducted	100,000.00 GAA	37,500.00 GAA	RDE, Campus GAD Offices	Done.
24	*Lack of GAD statistics on the external clients of the university	Absence of GAD statistics on the external clients of the university	Generate GAD statistics for external clients	MFO: Research Services and Extension	Conduct gender responsive research on men and womens participation and benefits in CSUs extension programs/projects	No. of gender-responsive researches on men and womens participation and benefits in CSUs extension programs/projects conducted - 8 gender-responsive researches on men and womens participation and benefits in CSUs extension programs/projects conducted	3 gender-responsive researches conducted titled, "Communities Participation and Benefits in CSU's Extension and Community Service Program in the Province of Cagayan A Gender Analysis"	3,000,000.00 GAA	795,000.00 GAA	RDE, Campus GAD Offices	Done.

	Gender Issue/GAD Mandate	Cause of Gender Issue	GAD Result Statement GAD/Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Output Performance Indicators / Target	Actual Result (Outputs / Outcomes)	Total Agency Approved Budget	Actual Cost / Expenditure	Responsible Unit / Office	Remarks
25	*Inadequate knowledge and capability of rural women in processing, packaging and marketing of their products	Few opportunities for rural women to acquire knowledge in processing, packaging and marketing of their products	Increase knowledge and improve capability of rural women in processing, packaging and marketing of their products	MFO: STO, Extension	Provide Technical Assistance and Livelihood Skills Development Training in adopted barangays	No. of Technical Assistance and Livelihood Skills Development Training provided in adopted barangays - 8 Technical Assistance and Livelihood Skills Development Training in adopted barangays provided in the following Niche Programs: Business, Public Health, and Education - Fisheries Industry - Food Industry Innovation and Metal Industry - Bamboo-based Agroforestry - Legumes and Other High-Value Crops and Cash Crops - Cacao Value Adding and Industrial Technology - Dairy and Agri-Eco Tourism - Organic Agriculture and Apiculture among 1,500 women and 500 men beneficiaries	51 Technical Assistance and Livelihood Skills Development Training in adopted barangays provided in the following Niche Programs: Business, Public Health, and Education - Fisheries Industry - Food Industry Innovation and Metal Industry - Bamboo-based Agroforestry - Legumes and Other High-Value Crops and Cash Crops - Cacao Value Adding and Industrial Technology - Dairy and Agri-Eco Tourism - Organic Agriculture and Apiculture among 5,355 women and 2,294 men beneficiaries	2,000,000.00 GAA	4,500,000.00 GAA	Campus Extension Offices and GAD Offices	Done.
26	Lack of awareness/knowledge of external clients of the university on GAD and its core messages	*Insufficient opportunities of external clients of the university to raise their awareness/ knowledge on GAD and its core messages	Increase awareness/ knowledge of women and men in extension communities on GAD and its core messages	MFO: STO, Extension	Conduct Gender Sensitivity Training among women and men in extension communities	No. of Gender Sensitivity Training among women and men in extension communities conducted - 10 Gender Sensitivity Training among women and men in extension communities conducted	3 Gender Sensitivity Training among 48 women and 24 men in extension communities conducted	100,000.00 GAA	90,000.00 GAA	Campus Extension Offices and GAD Offices	Done.
27	Lack of assistance and support for female and male students with special needs.	Insufficient assistance and support for female and male students with special needs	Provide assistance and support for female and male students with special needs	MFO: Higher Education, STO	Purchase left-handed chairs	No. of left-handed chairs purchased - 200 left-handed chairs purchased	150 left-handed chairs purchased	100,000.00 GAA	52,500.00 GAA	OSSW, Academics, Campus GAD Offices	Done.
ORGANIZATION-FOCUSED ACTIVITIES											
28	*Insufficient knowledge/ understanding on GAD and its core messages among employees	Few opportunities to learn about GAD and its core messages	Increase knowledge and awareness of employees on GAD and its core messages	MFO: STO	Conduct Gender Sensitivity Training among GSO personnel	No. of Gender Sensitivity Training among GSO personnel conducted - 8 Orientation and Gender Sensitivity Training among 50 female and 80 male GSO personnel	8 Orientation and Gender Sensitivity Training among 30 female and 50 male GSO personnel	500,000.00 GAA	400,000.00 GAA	Campus GAD Offices, Training Office, Admin, HR	Done.
29	*Insufficient knowledge/ understanding on GAD and its core messages among employees	Few opportunities to learn about GAD and its core messages	Increase knowledge and awareness of employees on GAD and its core messages	MFO: STO	Conduct Orientation and Gender Sensitivity Training among newly hired faculty members and administrative employees	No. of Orientation and Gender Sensitivity Training conducted among 30 female and 50 male newly hired Faculty Members and Administrative personnel	8 Orientation and Gender Sensitivity Training conducted among 30 female and 50 male newly hired Faculty Members and Administrative personnel	500,000.00 GAA	400,000.00 GAA	Campus GAD Offices, Training Office, Admin, HR	Done.
30	*Insufficient knowledge and understanding of GFPS members on CSU GAD Policies and GAD concerns	Few opportunities to learn about CSU GAD Policies and GAD concerns	Increase and strengthen knowledge of employees on CSU GAD Policies and GAD Concerns	MFO: STO	Reproduce and distribute brochures on Primer on GAD	No. of GAD related brochures reproduced and distributed - 2,000 GAD related brochures reproduced and distributed	6,000 GAD related brochures reproduced and distributed	30,000.00 GAA	300,000.00 GAA	Campus GAD Offices, Admin, HR	Done.

	Gender Issue/GAD Mandate	Cause of Gender Issue	GAD Result Statement GAD/Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Output Performance Indicators / Target	Actual Result (Outputs / Outcomes)	Total Agency Approved Budget	Actual Cost / Expenditure	Responsible Unit / Office	Remarks
31	*Insufficient knowledge and understanding of GAD Focal Point System (GFPS) members on GAD	Few capacity building activities on GAD for GFPS members	Improve and strengthen the capacities of the GFPS members on Gender Mainstreaming as a strategy for GAD in the university	MFO: GASS	Conduct Seminar-Workshop and Deepening Sessions on GAD	No. of Seminar-Workshop and Deepening Sessions on GAD conducted - 12 Seminar-Workshop and Deepening Sessions on GAD conducted among 50 female and 30 male GFPS members	8 Seminar-Workshop and Deepening Sessions on GAD conducted among 58 female and 30 male GFPS members	2,000,000.00 GAA	620,000.00 GAA	Campus GAD Office, Training, HR, University GAD Office	Done.
32	*Insufficient knowledge and understanding of GAD Focal Point System (GFPS) members on GAD	Few capacity building activities on GAD for GFPS members	Improve and strengthen the capacities of the GFPS members on Gender Mainstreaming as a strategy for GAD in the university	MFO: GASS	Attendance of GFPS members on Capacity Building Activities on GAD, organized by other agencies	No. of Capacity Building Activities on GAD attended by GFPS members - 18 Capacity Building Activities on GAD attended by GFPS members	16 Capacity Building Activities on GAD attended by GFPS members such as Seminar on Gender Research in Agriculture, Aquatic, and Natural Resources (AANR), Women and Development Research: Feminist Paradigms, Epistemologies and Methodologies, Seminar-Workshop on Advancing Gender Sensitivity in Instructional Materials, Seminar-Workshop on Gender Issues Identification, Leveling Session for the Batch 09 of the National GAD Resource Pool, GAD Training on the Collection and Use of Sex-Disaggregated data and Gender Statistics, Seminar-Workshop on Gender Mainstreaming Evaluation Framework, Gender Mainstreaming and Evaluation Framework (GMEF) Orientation, 3-Day Regional GAD Committee 2 (RGADC2) Writeshop, Seminar on Gender Analysis, and batches of Gender Sensitivity Training	1,500,000.00 GAA	1,250,000.00 GAA	Campus GAD Office, Training, HR, University GAD Office	Done.
33	*Pervasive use of sexist language among employees	Insufficient knowledge on Gender Fair Language	Increase the awareness on Gender Fair Language to reduce the incidences of gender stereotyping	MFO: GASS	Conduct seminars on Gender Fair Language	No. of seminars on Gender Fair Language conducted - 8 seminars on Gender Fair Language conducted among 480 female and 320 male employees	8 seminars on Gender Fair Language conducted among 80 female and 36 male employees	2,000,000.00 GAA	530,000.00 GAA	Admin, HR, Campus GAD Offices	Done.
34	*Pervasive use of sexist language among employees	Insufficient knowledge on Gender Fair Language	Increase the awareness on Gender Fair Language to reduce the incidences of gender stereotyping	MFO: GASS	Reproduce and Distribute brochure on Gender Fair Language	No. of brochure on Gender Fair Language reproduced and distributed- 2,000 brochure on Gender Fair Language reproduced and distributed	2,116 brochures on Gender Fair Language reproduced and distributed	50,000.00 GAA	52,900.00 GAA	Admin, HR, Campus GAD Offices	Done.
35	*Part VI of CMO 2015-01 (Gender Responsive Research Programs)	Need to strengthen gender responsiveness of research programs	Conduct gender responsive researches	MFO: Research Services	Conduct Seminar-Workshop on developing gender responsive researches	No. of batches of Seminar-Workshops on developing gender-responsive researches - 2 batches of Seminar-Workshops on developing gender-responsive researches among 200 female and 100 male participants	2 batches of Seminar-Workshops on developing gender-responsive researches among 150 female and 75 male participants	2,000,000.00 GAA	1,562,500.00 GAA	University RDE, GAD office, Academics	Done.

	Gender Issue/GAD Mandate	Cause of Gender Issue	GAD Result Statement GAD/Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Output Performance Indicators / Target	Actual Result (Outputs / Outcomes)	Total Agency Approved Budget	Actual Cost / Expenditure	Responsible Unit / Office	Remarks
36	*Part VI of CMO 2015-01 (Gender Responsive Research Programs)	Need to strengthen gender responsiveness of research programs	Conduct gender responsive researches	MFO: Research Services	Develop Gender Responsive research proposals	No. of Gender Responsive research proposals developed - 55 Gender Responsive research proposals developed	30 Gender Responsive research proposals developed namely, 4. Compliance of Licensed Health Facilities in Cagayan Valley to DOH Regulatory Standards and Requirements: An Input for Strengthening Licensing and Regulation Conformance, 5. Analysis of the Radiographic Findings of the 2022 Active TB Case Finding Activities in Region 2: A Tool for Policy Review in the Utility of Chest Radiography in TB Screening Program, 6. Assessment, Development, and Preservation for Typhoon and Earthquake Resilient Ivatan House, 12. Project: Degree of Employability of Cagayan State University at Lal-Lo, 18. Evaluation of Student Affairs and Services of CSU Piat, 21. Predictors of Students' Online Learning Behavior and Performance: Case of CSU Piat, 22. Capability Assessment of the Barangay Police in Crime Prevention: Input to an Extension Program Development of CCJE, 23. Implementation of the Barangay Justice System as a Community-Based Dispute Settlement Mechanism in Piat, Cagayan, 24. Acceptability, Appropriateness, Efficiency and Effectiveness of CICS Students' Capstone Projects by the Users for SY 2017-2022, 27. Pesticide Residue Level Sold at Public Market in Sto. Niño Cagayan: A Study on the Harmful Chemicals of Vegetables, 28. Profile and Practices of Vegetable Growers in Sto. Niño Cagayan towards Pesticides Management: Basis for Extension Program, 31. Pilot Testing of Gummy Jellies from Fruits Rich in Vitamin C, 33. Inventory and Morphological Characterization of Sanchez Mira Tall Variety in Sanchez Mira, Cagayan, and more	3,000,000.00 GAA	7,022,888.00 GAA	University RDE, GAD office, Academics	Done.
37	*Insufficient integration of GAD in the curricula and instructional materials	Insufficient knowledge on the integration of GAD to the curriculum	Integrate GAD in the syllabi and in the curricula	MFO: STO, Higher Education	Integrate GAD in the syllabi	No. of GAD responsive syllabi developed - 20 GAD responsive syllabi developed	30 GAD responsive syllabi developed	400,000.00 GAA	300,000.00 GAA	ODI, Academics	Done.

	Gender Issue/GAD Mandate	Cause of Gender Issue	GAD Result Statement GAD/Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Output Performance Indicators / Target	Actual Result (Outputs / Outcomes)	Total Agency Approved Budget	Actual Cost / Expenditure	Responsible Unit / Office	Remarks
38	*Insufficient integration of GAD in the curricula and instructional materials	Insufficient knowledge on the integration of GAD to the curriculum	Integrate GAD in the syllabi and in the curricula	MFO: STO, Higher Education	Conduct Seminar-Workshop on GAD mainstreaming in the curricula	No. of Seminar-Workshop on GAD mainstreaming in the curricula conducted - 9 Seminar-Workshop on GAD mainstreaming in the curricula conducted among 300 female and 200 male participants	9 Seminar-Workshop on GAD mainstreaming in the curricula conducted among 150 female and 100 male participants	2,000,000.00 GAA	1,500,000.00 GAA	ODI, Academics	Done.
39	*Insufficient integration of GAD in the curricula and instructional materials	Insufficient knowledge on the integration of GAD to the curriculum	Integrate GAD in the syllabi and in the curricula	MFO: STO, Higher Education	Development of Gender responsive Instructional Materials	No. of Gender-responsive Instructional Materials developed - 20 Gender-responsive Instructional Materials developed	10 Gender-responsive Instructional Materials developed	400,000.00 GAA	900,000.00 GAA	ODI, Academics	Done.
40	*Agency compliance to RA 8187 (Paternity Leave Act)	Need to minimize multiple burdens of women	Implement the provisions of 8187 (Paternity Leave Act)	MFO: STO, Higher Education	Grant Paternity Leave	No. of Paternity Leaves granted - 5 Paternity Leaves granted	2 Paternity Leaves granted	49,000.00 GAA	19,600.00 GAA	HR, Admin, Campus GAD Offices	Done.
41	*MCW Chapter 4, Sec. 18 (Special Leave for Women)	Need to address the needs of women employees who undergo surgeries for treatment	Implement the provisions of MCW Chapter 4, Sec. 18 (Special Leave for Women)	MFO: STO, Higher Education	Grant Special Leave for Women	No. of Gynecological Leaves for Women granted - 5 Gynecological Leave for Women granted	N/A	420,000.00 GAA	0.00 GAA	HR, Admin, Campus GAD Offices	Not Done.
42	*Agency compliance to the mandate RA 11210 (105-Day Expanded Maternity Leave Law)	Need to safeguard women employee's health	Implement the provisions of RA 11210 (105-Day Expanded Maternity Leave Law)	MFO: STO, Higher Education	Grant Maternity Leave	No. of Maternity Leaves granted - 10 Maternity Leaves granted	No. of Maternity Leaves granted- 10 Maternity Leaves granted	1,470,000.00 GAA	1,176,000.00 GAA	HR, Admin, Campus GAD Offices	Done.
43	*Section 37.D of the IRR of the MCW mandates the development and maintenance of an age-and sex disaggregated data	Absence of updated sex-disaggregated data for students that will serve as inputs or bases for planning, programming and policy formulation	Update GAD database that generates gender statistics that will serve as inputs for planning, programming and planning formulation	MFO: STO, Higher Education	Establish and update a GAD Data Bank for employees	No. of GAD Data Banks for employees established and updated - 9 GAD Data Banks for employees established and updated	10 GAD Data Banks for employees established and updated	2,000,000.00 GAA	2,500,000.00 GAA	University HR, Campus HR, Campus GAD Offices	Done.
44	*Lack of Mechanism to support Gender Mainstreaming in the university	Insufficient mechanism to support Gender Mainstreaming in the university	Establish mechanism to support Gender Mainstreaming in the university	MFO: STO	Issuance of a policy on the Search for the Best Campus GAD Implementer	No. of policy issued on the Search for the Best Campus GAD Implementer - 1 policy issued on the Search for the Best Campus GAD Implementer	1 policy issued on the Search for the Best Campus GAD Implementer	10,000.00 GAA	15,000.00 GAA	University GAD	Done.
45	*Lack of Mechanism to support Gender Mainstreaming in the university	Insufficient mechanism to support Gender Mainstreaming in the university	Establish mechanism to support Gender Mainstreaming in the university	MFO: STO	Award the Best Campus GAD Implementer	No. of award on the Best Campus GAD Implementer - 1 award on the Best Campus GAD Implementer	N/A	400,000.00 GAA	0.00 GAA	University GAD Office, Campus GAD Offices	Not Done.

	Gender Issue/GAD Mandate	Cause of Gender Issue	GAD Result Statement GAD/Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Output Performance Indicators / Target	Actual Result (Outputs / Outcomes)	Total Agency Approved Budget	Actual Cost / Expenditure	Responsible Unit / Office	Remarks
46	*Insufficient materials and equipment in the GAD office to ensure the implementation of GAD activities	Need to support and monitor the implementation of GAD activities	Equip and maintain GAD office Effective monitoring of GAD activities	MFO: STO	Purchase GAD office supplies, materials and equipment, PS	Purchased University and Campus GAD Offices supplies, materials, equipment, and PS - Purchased University and Campus GAD Offices supplies, materials, equipment, and PS for the 8 campuses	Purchased University and Campus GAD Offices supplies, materials, equipment, and PS Purchased University and Campus GAD Offices supplies, materials, equipment, and PS for the 9 campuses	2,000,000.00 GAA	4,070,400.00 GAA	University GAD Office, Campus GAD Offices	Done.
47	Insufficient knowledge of faculty members on the use of the Gender Analysis tools	Inadequate knowledge on the use of HGDG and other Gender Analytical (GA) tools Absence of policy to use and submit HGDG in all PPAs	Improve capacities of faculty members on the use of HGDG in the university Mainstream the use of GA tools in PPAs	MFO: Research and Extension	Conduct Seminar-Workshop for faculty researchers and extensionists on the use of HGDG and other GAD tools	No. Seminar-Workshop for faculty researchers and extensionists on the use of HGDG and other GAD tools - 10 Seminar-Workshop for faculty researchers and extensionists on the use of HGDG and other GA tools among 300 female and 200 male faculty researchers and extensionists	10 Seminar-Workshop for faculty researchers and extensionists on the use of HGDG and other GA tools among 200 female and 150 male faculty researchers and extensionists	2,000,000.00 GAA	1,175,000.00 GAA	Campus GAD Offices, RDE	Done.
ATTRIBUTED PROGRAM											
48					Construction of 2-Storey Academic and Laboratory Building (CSU-Lallo Campus)			21,650,000.00 GAA	14,797,775.00 GAA	University Infrastructure, Lallo Campus Infrastructure	
SUB-TOTAL								56,821,000.00	53,481,264.00	GAA	
TOTAL								56,821,000.00	53,481,264.00		

Prepared By:	Approved By:	Date
PROF. KRISTINNE JOYCE A. LARA	DR. ARTHUR G. IBAÑEZ, ASEAN ENGR.	