

FY 2020
ANNUAL GENDER AND DEVELOPMENT ACCOMPLISHMENT REPORT
As of February 24, 2021

Department: **Department of Science and Technology**
 Agency: **Philippine Science High School System**
 Campus: **ILOCOS REGION CAMPUS**
 Total Agency Budget: **131,021,277.37**
 GAD Budget (5%): **6,551,063.87**
 Total GAD Expenses: **34,067,062.90**

Gender Issue/GAD Mandate	Cause of Gender Issue	GAD Result Statement/ GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Output Performance Indicators / Targets	GAD Budget	Source of Budget	Responsible Unit Office
-1	-2	-3	-4	-5	-6	-7	-8	-9
CLIENT-FOCUSED ACTIVITIES						15,978,762.40		
Limited understanding of PSHS IRC scholars on the gender issues affecting the elderlies and persons with disabilities (PWDs), and the indigenous sector	Limited exposure of scholars to gender issues affecting the elderlies persons with disabilities (PWDs), and in the indigenous sector	Increased gender consciousness and awareness of scholars on issues affecting the elderlies persons with disabilities (PWDs), and in the indigenous sector	Curriculum and Instruction Services Program	Conduct a visit/exposure trip to institutions catering to the needs of the Elderlies persons with disabilities (PWDs), and in the indigenous sector	Pisayuda for indigents (selected Senior Citizens), Tricycle Drivers, and Laundryworkers of San Ildefonso: 266 recipients both males and females on december 9-10, 2020	243,720.00	GAA	Student Services Division
Limited understanding and appreciation of students on the gender issues (i.e. gender stereotyping, gender insensitive language, unequal access of opportunities to male/female students) affecting them at their age	Lack of information dissemination mechanism or seminar that may inform them of gender issues concerning them	Enhanced knowledge and skills of PSHS Scholars to allow for advocates of gender equality in the field of S&T	Student Support Services	Conduct of Alternative Learning Activities (ALA) Activities focusing on life skills and gender stereotypes	ALA Booths and Exhibits for the Foundation and STEM Week Celebration Date of Activity: February 4-7, 2020; RKP Turning Over Ceremonies March 2020;	5,243.15	GAA	Curriculum and Instruction Services Division
				Conduct of Homeroom Values Formation Programs and Activities focusing on the concept of power dynamics and encouraging productive relationships with peers/other people)	1 activity conducted (Homeroom Christmas Celebration) participated by 252 male (46%) and 296 (54%) female scholars	30,000.00	GAA	Student Services Division
				Conduct an activity (i.e. advocacy campaign) focusing on empowering male and female students on the value of understanding the value of social distance between girls and boys, courtship, love and marriage	LYDC Seminar Date of Activity: February 2-5, 2020 through NSSA ; Other events for the Foundation and STEM Week Celebration Date of Activity: February 4-7, 2020 c/o NSSA	-	GAA	Curriculum and Instruction Services Division

Less number of female graduates enrolling in Mathematics, Engineering and Computer Science courses	Lack of career guidance on gender role of expectation in relationship to different program offerings in college	-Diminished gender stereotypes and increased female awareness of non-gender stereotypical career paths - Increased number of female graduates enrolling in STEM (i.e. Engineering) courses	Provision of special science secondary education	Conduct of intensive career talks on gender stereotypical courses with female professionals as resource persons	ADMU Career talk was conducted to 45 male and 41 female Grade 12 students on October 9, 2020	-	GAA	Student Services Division
Not adept at gender-sensitive strategies and methods in teaching and learning Science, Mathematics, and Engineering	Teaching strategies and lesson plans are not gender-sensitive in addressing students issues and concerns in S&T	Developed teaching and learning modules that support mainstreaming of gender perspectives in an academic gender-sensitive academic program	Provision of Special Science Secondary Education	Conduct of gender-sensitive classes to students	Created, reproduced and delivered teaching and learning materials for the implementation of the Curriculum for Remote and Blended Learning (CRBL) in response to the pandemic	605,439.06	GAA	Curriculum and Instruction Services Division
Limited access of male and female students coming from various types of communities in Region 1 on quality education in S&T	Inadequate government support reaching the various DepEd (private and public) schools in Region 1 due to proximity	Equal access of male and female students of PSHS IRC on quality education in S&T	Provision of Special Science Secondary Education	Implementation of the Scholarship Program to male and female scholars based on their family's economic status	Provided an equal opportunity and access for scholars in the implementation of the Scholarship Program to 239 male and 288 female (SY 2019-2020) and 252 male and 296 female scholars (SY 2020-2021) based on their family economic status;	13,654,900.00	GAA	Finance and Administrative Division

Fewer female students (and employees) are actively involved in physical activities (i.e. sports, local games, exercises) that promote healthy lifestyles	Males are more inclined to physical activities and believed to be stringer than female	Lessen the gap between the participation and active involvement of male and female students in physical activities like sports and local games	Implementation of Co-Curricular and Extra-Curricular Activities	Conduct of a learning session and physical activities/exercises highlighting the value of gender equality between men and women in the society	1 physical activity (i.e. Zumba Session) conducted and participated by 18 Female and 6 male participants	-	GAA	Curriculum and Instruction Services Division
Lack of opportunities for a better towards a more positive gender dynamics	Minimal activities provided for students that helps them understand the individuality of male and female students	Active participation of male students in pageant activities, junior-senior promenade, and etc.	Implementation of Co-Curricular and Extra-Curricular Activities	Conduct socialization activities (i.e. Junior-Senior Promenade, etc.) that promotes gender responsibility and gender role socialization among students	1 Junior-Senior Promenade conducted attended by 78 males and 95 females have participated	27,300.00	GAA	Curriculum Instruction Division
Limited knowledge on the school's expectations on male and female NCE qualifiers and their parents across genders	Minimal information provided to qualifiers during the interview and enrolment	Increased awareness and equal access of male and female NCE qualifiers and their parents on the school's expectations across genders	Student Support Services	Conduct an Orientation Program for both male and female Grade 7 students and their parents	1 Pre-enrolment orientation for Gr 7, 52 male and 57 females students attended via google meet (2020)	-	GAA	Student Services Division
Lesser involvement of parent-fathers on attending to the scholastic concerns and problems of their child in school	Fathers are preoccupied with their careers (i.e. Doctors, Lawyers, Businessmen) while mothers are perceived as more skilled in handling school issues	Increased involvement and participation of parent-fathers in school activities	Student Support Services	Conduct a Parenting Seminar for Grade 7 parents with more emphasis on equal responsibility of mothers and fathers in giving assistance and guidance to their child	1 Parenting in the New Normal was conducted, attended by 52 male and 58 female students via google meet on July 30, 2020	2,253.56	GAA	Student Services Division

Occurrence of reported bullying (including cyber bullying) and child abuse cases in male and female students	Limited awareness of students about the anti-bullying (including cyber bullying) and child protection policies	Increased level of consciousness among male and female students about bullying (including cyber bullying) and child abuse and its negative impacts to the victims	Student Support Services	Conduct an orientation on anti-bullying and anti-child abuse law to all male and female students	Conducted Seminar on Anti-Bullying/Anti-Sexual Harassment/Safe Spaces Act during the 18-Day Campaign to End VAWC (Responsible Usage of Social Media: Cancel Culture and Public Shaming as a Form of Violence for 78 male and 95 female Grade 11-12 scholars and End the Culture of Violence: Equal Protection for Boys and Girls Amidst the Pandemic 174 male and 202 female Grade 7-10 scholars on November 20, 2020 and December 16, 2020;	4,500.00	GAA	Student Services Division	
	Lesser number of female DepEd pupils applying and passing the National Competitive Examination (NCE)	Female pupils are perceived to have lower performance in Science, Mathematics and Technology subjects	Increase the number of female applicants and passers of the NCE who will ultimately accept the scholarship from PSHS IRC	STEM Promotional Activities	Conduct of a learning enhancement program for the DepEd elementary (private and public) pupils integrating a gender sensitive learning materials and activities in Science, Mathematics and English	Conducted the observance of 18-Day Campaign to End Violence, various activities were participated by the male and female students and were given prizes for their commendable outputs	13,000.00		
					2020 Virtual Pisay Pinnasiriban. Participated by 297 pupils/students both males and females from the 4 provinces of Ilocos Region	311,382.00	GAA	Curriculum, Instruction Services Division	
					Conduct of teacher trainings and seminars for the DepED (private and public) elementary and high school teachers in Science, Mathematics and English integrating a gender sensitive teaching materials	Project TEACH Seminar for Deped teachers: STEM-- 7 participants only due to COVID-19 travel and gathering restrictions (part of the 19th Foundation Celebration)	24,000.00	GAA	Curriculum, Instruction Services Division
					Conduct of NCE caravan with career talks integrating GAD principles in discussing stereotypes and myths in relationship between gender roles and S&T	NCE Campaign conducted in the Ilocos Norte, Ilocos Sur, La Union and Pangasinan via online platforms	389,379.00	GAA	Student Services Division

				Conduct of campaign cum gift-giving activity to prospect NCE takers and their families in San Idefonso and Sto. Domingo, Ilocos Sur	Pisay Ilocos Pisayuda 2020: Siyensiya Para sa Bayan was conducted last April 30, 2020. Recipients/beneficiaries: 150 families from the different barangays of San Idefonso	199,047.50	GAA	Student Services Division
Increasing number of obese male students based on their Body Mass Index (BMI) values and female dental carries and related dental problems	Limited awareness and understanding of the negative effects of an unhealthy diet and improper dental hygiene	Improved physical and dental health and diminish the prevalence of obesity and dental carries among male and female students	Student Support Services	Conduct of Gender Analysis on the Health and Demographic profiles of all Grade 7 students and a counseling session on a one-on-one basis to discuss personal approaches that the students may adapt for themselves and provision of learning sessions to address these issues	Maintained 1 set of records of 239 male and 288 female students for SY 2019-2020	-	GAA	Student Services Division
Lesser female participation in responsive disaster preparedness activities	Females are perceived to be weaker in times of disaster	Increased involvement of females in responsive disaster preparedness	Student Support Services	Conduct of Drills on Earthquake, Fire and Other Calamities in PSHS-IRC	Mandatory Eight-Hour Safety and Health (MESH) Training	21,964.50	GAA	Student Services Division
More reported school violation among male students	Limited understanding of proper conduct and behavior as expected from them as scholars	Improved school behavior of male students	Student Support Services	Conduct a seminar on the behavior expected from them and a one-on-one counseling sessions with male students	Grade 8 Character Building and Reflection was conducted on November 20, 2020 with 42 male and 48 female students	2,000.00	GAA	Student Services Division

Lower number of male students assuming leadership positions and participating on environmental conservation activities like Tree Planting, etc	Females are stereotyped as being more responsible than male students	Improved inclusive participation of male and female students in leadership roles	Student Support Services	Conduct a Leadership training to students ensuring equal representation of both male and female students	Not conducted due to pandemic; budget was re-alligned for Pisayuda		GAA	Student Services Division
Limited understanding of PSHS IRC scholars on mental health issues concerning them	Incidence of depression among scholars	Increased awareness and understanding of mental health issues concerning scholars	Student Support Services	Conduct series of seminars on stress management and understanding mental health of teenagers	That Thing Called Distance Learning: Scholar's Webinar on July 30, 2020 with 51 male and 58 female students	3,722.68	GAA	Student Services Division
Limited participation of male students in talent presentations and other related activities	Females are perceived as more skilled in providing entertainment	Increased number of Grade 7 male students actively involve in talent presentations	Student Support Services	Conduct of a program aimed at showcasing the talents of both male and female Grade 7 students	G7 Acquaintance Program on August 17, 2020 with 52 males and 58 female students	10,500.00	GAA	Student Services Division
Lack of NCE qualifiers from San Ildefonso due to low academic performance in school as a result of malnutrition among male and female pupils	No NCE qualifiers due to low academic performance in school as a result of malnutrition among male and female pupils	Heightened anti-malnutrition campaign among male and female pupils in San Ildefonso	STEM promotional activities	Anti-malnutrition program among male and female pupils in San Ildefonso	Not conducted due to the pandemic; budget was re-alligned to Pisayuda		GAA	Student Services Division
		Increased exposure of PSHS IRC scholars gender issues affecting the less fortunate members of the society	Curriculum and Instruction Services Program	Conduct of one-on-one dialogue, consultations and assistance to men and women and their children as beneficiaries	1 activity (Medical Mission) conducted during the 18th Foundation Celebration: students/ scholars were not able to participate in the Medical Mission because they were given different tasks during the foundation celebration.	29,390.00	GAA	Student Services Division
More female students receive recognition during card-giving days and recognition programs	Less male students are motivated to perform excellently; Males have a perception that females are more intelligent than males	Increased number of male students who will be given recognition during card-giving days and recognition programs	Provision of Special Science Secondary Education	Conduct of recognition activities that promote the well-being and self confidence of male and female students (i.e. Recognition Program)	1 Recognition Program and 1 Card Giving Program conducted for 252 male (46%) and 296 (54%) female scholars	9,971.00	GAA	SSD/CID

More male students are reported to have more violations for not cleaning and organizing their bedrooms at the dormitory and also their classrooms at the academic buildings	Females are stereotyped to be in-charge of upkeeping and cleaning chores	Increased number of male students will be involved in upkeeping activities at the dormitory and classrooms realizing the benefit of an organized and neat place to stay	Student Support Services	Conduct of an activity (i.e. Dormitory Up-Keeping Program) that promote the importance of a neat and organized bedrooms and classrooms	Monthly dorm upkeeping activity for 176 male and 209 female scholars were dormers out of 527 total students (45% male, 55% female); Campus 5S and daily upkeeping activities were conducted	2,400.00	GAA	SSD/CID
Fewer male students are involved on competitions and culminations in the local and international arena.	Males are perceived to be more inclined to sports and related physical activities having less interest on academic performance, scientific endeavors and conduct of research.	Increased number of male students will be involved and show more interest in academic activities, scientific endeavors and conducts research	Curriculum and Instruction Services Program	Conduct of an activity (i.e. National Chemistry Week, STEM Research, etc) that exposes students to numerous activities that will help them relaise their passion for acadmeic excellence.	A total of 18 male (45%) and 22 female (55%) scholars have participated in various competitions (International Science, Technology and Engineering Competition (ISTEC) 2020; Metrobank-MTAP-DepEd Math Challenge; Philippine National Chemistry Olympiad; PCI HUB Online Quiz Bee; International Youth Math Challenge (IYMC) 2020; 4th Belt and Road Teenager Maker & Teacher Workshop; Philippine Biology Olympiad 2021: SIBOL (elims))	388,649.95	GAA	CID
Disparity in exposure to competitions between male and female scholars both locally and internationally	More female scholars who are academically-inclined	Increased number of male participants in local and international competitions	Implementation of Co-Curricular and Extra-Curricular Activities	Conduct of A Talent Development Program (TDP)		-	GAA	CID
ORGANIZATION-FOCUSED ACTIVITIES						18,088,300.50		
Limited functionality of the Gender and Development (GAD) Focal Point System (GFPS), Secretariat and Technical Working Group (TWG)	Lack of capacity building activities and trainings for GFPS and GAD TWG members	- Improved operationalization and functionality of the GFPS and GAD TWG - Capacitated GFPS and GAD TWG in implementing GAD related program	Human Resource Development	Conduct Gender Analysis (GA) and Gender Mainstreaming (GM) training to GFPS and GAD TWG	Seminar on Defining a Gender-Responsive Work-From-Home (WFH) Scheme attended by 3 female MANCOM members, 2 GADTWG members via google meet on Dec 2020	3,537.25	GAA	Office of the Campus Director/ GAD Committee

Limited awareness and appreciation of employees on GAD issues	- Lack of ladderized capability building plan for GAD -Lack of capacity building activity for GFPS/Limited functionality of the GFPS	Increased awareness and appreciation of employees on GAD which will enlighten them on issues pertaining to to exercise positive gender perspectives across environments (home and workplace)	Human Resource Development	Conduct a series of Gender Sensitivity Trainings (GST), Gender Issues and GAD appreciation activities to employees	Campus GAD Activity was not conducted due the pandemic, budget was re-alligned to Pisayuda	No expenses incurred/ Activity re-aligned to Pisayuda	GAA	Office of the Campus Director/ Finance and Administrative Division
Lack of GAD database and analysis	No identified variables for GAD information, no sex disaggregated data, data are available but not sex disaggregated	-Established and functional GAD database - Data are sex-disaggregated	Excellence in governance through streamlined PAPs administration	Conduct a joint conference with GFPS, GAD TWG, MIS and Research Unit to identify the variables for the creation of GAD database	Maintained 2 databases- Registrar's records of students and HR records of employees	No expenses incurred	GAA	Office of the Campus Director/ GAD Committee
Use of gender discriminatory language in the preparation of GAD-related reports, academic plans, and other documents	Lack of meetings and seminar to discuss the requirements and GAD principles to prepare the reports, plans and other documents as required	Created and submitted reports, plans and other documents and submitted these on time to appropriate agency	Excellence in governance through streamlined PAPs administration	Conduct of meetings, or seminar of the GFPS, GAD-TWG, and employees to discuss the requirements in the preparation of these documents	2 meetings conducted on March and November activities; attended by 2 female, 7 female and 1 male GAD TWG members respectively	No expenses incurred	GAA	Office of the Campus Director/ Finance and Administrative Division
Men and Women in the local community who are service workers of the institution have limited understanding of Gender Issues affecting them	Stereotyping on the role of men and women in the community	Increased awareness of men and women service workersto understand GAD principles within the context of their services.	Human Resource Development	Conduct of GAD-related Activity for men and women service workers of the institution	not conducted, usually incorporated in the Women's Month Celebration	-	GAA	Office of the Campus Director/ Finance and Administrative Division
R.A. 6949: Yearly Observance of Women's Month	Lesser exposure of female employees to physically mobile activities (i.e. sports and local games) that promote a healthy lifestyle	Improved inclusive participation of male and female employees in institutionalized physical activities that promote a healthy lifestyle	Human Resource Development	Conduct of seminar-workshop activity (i.e. seminar-workshop, games) on the benefits of being physically active to maintaining a healthy lifestyles to both male and female employees	Physical Fitness Activity conducted online initiated by CID, participated by 12 # of female and 6 # of male employees	No expenses incurred	GAA	Office of the Campus Director/ GAD Committee

	As mandated by Law	More opportunities for men and women employees to understand and appreciate the value of considering gender issues for a more productive work	Human Resource Development	Participation in activities on GAD-related programs and projects sponsored partner agencies - government and private	not conducted, budget was re-alligned to Pisayuda	-	GAA	Office of the Campus Director/ GAD Committee
Limited awareness of the PSHS and local community members of the gender perspectives and gender issues arising from their gender roles	Lack of platforms/approaches in which advocacies in gender perspectives and issues may be disseminated to the PSHS and local community	Increased understanding of the PSHS and local community members of gender perspectives and gender issues arising from their gender roles	Human Resource Development	Formulation of Information, Education and Communication (IEC) materials for the PSHS and local community members	IEC materials posted online relevant to the 18-day Campaign to End VAW	-	GAA	Office of the Campus Director/ GAD Committee
				Improvement of the GAD Corner	1 GAD corner updated and maintained	-	GAA	Office of the Campus Director/ GAD Committee
Lack of operational Child-Minding Facility and operational breastfeeding station	Operationalization of the Child-Minding and breastfeeding area is not a priority	Established operational Child-Minding and breastfeeding Area inside the campus with lactation room and diaper changing area	Sustained Development of Competitive Resources	Maintenance and Improvement of the Child-Minding program for Toddler-Children Family Members of Personnel and breastfeeding station in PSHS-IRC	not operational during the pandemic and no childminding personnel assigned	-	GAA	Office of the Campus Director/ Finance and Administrative Division
Inadequate number of gender-responsive toilet for women and men	Increasing number of students and personnel due to the new K-12 curriculum	Provided clean and sanitary toilet for women and men	Sustained Development of Competitive Resources	Maintenance of existing toilets and provision of additional ones	Provision of additional toilet for 57 females and 56 male employees (regular, job order and security personnel) including improvement of existing ones that would equally cater to the gender needs of men and women	N/A	GAA	Office of the Campus Director/ Finance and Administrative Division
Inadequate number of classrooms and offices and other facilities for male and female students and employees	Increasing number of students and personnel for the K-12 curriculum	Provided gender responsive classrooms and offices (buildings) for male and female students and employees	Sustained Development of Competitive Resources	Rehabilitation and improvement of gender sensitive classrooms, offices and other facilities	Rehabilitated classrooms and offices, and other facilities (i.e. elevator, oval, restrooms) to cater to the differing gender needs of male and female students and employees	N/A	GAA	Office of the Campus Director/ Finance and Administrative Division

Insufficient number of gender sensitive and gender responsive equipment (i.e. office equipment, laboratory equipment, etc) that cater to the needs of the students undertaking research and employees	Increasing number of students and personnel due to the new K-12 curriculum	Provided gender responsive and gender sensitive equipment for male and female students and employees	Sustained Development of Competitive Resources	Provision of additional equipment (i.e. office equipment, laboratory equipment, etc) for students' and employees' maximum functionality	Procured additional equipment and repaired existing ones for the different offices, classrooms and laboratories to assure 100% safety and security for males and females who would use these equipment.	17,024,237.00	GAA	Office of the Campus Director/ Finance and Administrative Division
Married female employees often incur more absences than male employees due to child rearing concerns	Women have multiple roles in the community - productive and reproductive roles.	Disseminated information to the family members of female employees on the gender issues that affects the working mothers	Human Resource Development	Conduct an information dissemination activity (i.e. seminar, workshop) where the family members of the male and female employees will understand the gender issues that concerns working mothers and appreciate their value in the home	1 activity (Family Day cum Pisayuda and Year-End Assessment report) conducted where 56 males and 57 females employees	281,423.75	GAA	Finance and Administrative Division
Lack of deeper appreciation of male and female teachers of gender perspectives in their academic plans	Limited information on gender perspectives as observed in the teaching materials of male and female teachers	Increased information and appreciation of male and female teachers of gender perspectives as presented in their teaching materials	Curriculum and Instruction Services Program	Conduct of Fora for School Improvement (FSI) / Focus Group Discussion on Specific Gender Issue or Gender-bias Intervention Efforts of Each Division/ Department and Preparation of Gender Sensitive Instruction Materials for Students	2 FSIs conducted and attended by 22 male teachers and 31 female teachers	25,685.00	GAA	Curriculum and Instruction Services Division
R.A. 9710, Section 14 (Magna Carta of Women - Women's Right to Health)	Exposure to health risks in the performance of official task which is specially higher for aging male and female employees	Continuous provision of assistance in monitoring employees health especially for the aging male and female employees	Human Resource Development	Annual Physical and Medical Examination (inclusive of reproductive health tests) for employees	26 Male 36 Female availed Annual Physical and Medical Examination	748,917.50	GAA	Finance and Administrative Division
Need to involve men in initiating programs and activities promoting the end of violence against women	Lack of involvement or initiatives (i.e., programs, activities, etc.) of men to be at the forefront of ending	To increase participation of men as major partners in ending violence against women	CID, Student Support Services	Conduct GST for male employees with emphasis on how they can initiate activities/programs supporting End-VAW	not conducted due to the declaration of state of emergency placing Luzon and the rest of the country in lockdown	-	GAA	SSD, CID, FAD, OCD
Limited understanding of PSHS-IRC faculty and staff on the mental health issues of scholars across genders	Incidence of depression among scholars	Increased awareness and understanding thus better handling and addressing of mental health issues concerning scholars	Student Support Services	Conduct series of seminars and trainings on handling mental health issues of scholars	Mentoring Training Program on September 11, 2020 with 32 males and 47 female faculty and staff	4,500.00	GAA	Student Services Division
TOTAL						34,067,062.90		

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