

GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT
FY 2021
As of February 7, 2022

DEPARTMENT: **DEPARTMENT OF SCIENCE AND TECHNOLOGY**
 AGENCY: **PHILIPPINE SCIENCE HIGH SCHOOL**
ILOCOS REGION CAMPUS
 TOTAL AGENCY BUDGET: **183,899,967.81**
 GAD BUDGET (5%): **9,194,998.39**
 TOTAL GAD EXPENSES: **20,073,053.72**

Gender Issue and/or GAD Mandate	Cause of the Gender Issue	GAD Result Statement / Objective	Relevant Agency MFO-PPA	GAD Activity	Output Performance Indicator and Target	Actual Result (Outputs/Outcomes)	Total Approved Budget	Actual Cost / Expenditure	Responsible Unit or Office	Variance/ remarks
-1	-2	-3	-4	-5	-6	-7	-8	-9	-11	-12
CLIENT-FOCUSED										
								18,670,664.30		
Less number of female graduates enrolling in Mathematics, Engineering and Computer Science courses	Families embraced the stereotyping culture embedded in the family/community/culture	To enlighten/educate parents/community about that girls are equally capable in taking S & T courses	STEM Promotion Program	IEC materials, advertisement through TV & Radio featuring equal opportunity between men and women	Conduct career talk to at least 90% of the total population of the female students attended in which more female students expressed interest in enrolling in the identified stereotyped courses (1)Career Talks, (2)A Day with Scientist, (3)Career Guidance, (3)Research Forum, (4)Pano Na 'To Sessions)	Conducted 4 activities; wherein 32 males and 54 females attended the Career Talks; 173 males and 204 females, 94 males and 203 females attended the 2-separate sessions during the "A Day with Scientist" and 249 male and 299 females in the Pano Na "To Sessions"	100,000.00	62,386.47	Student Services Division / Curriculum and Instruction Services Division	
Few male students participate in the local and international competitions	Males are perceived to be more inclined to sports and related physical activities having less interest on academic competitions, 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	STEM Secondary Education on Scholarship Program	Conduct or participation to competitions that exposes students to numerous activities that will help them realize their passion for academic excellence.	Conduct of or participation to at least 1 activity by more male students in the (1)National Chemistry Week, (2)STEM Research, (3)Kapnayan, (4)Math Olympiad, and other competitions	Conducted 3 activities; wherein 23 males and 25 females attended the National Chemistry week, 112 males and 148 females students attended the STEM Research, 7 males and 7 females in the Math Olympiad	5,000.00	601,649.54	Curriculum and Instruction Services Division	
Improvement of facility to support practical gender needs of women employees in their child-rearing responsibilities	Operationalization of the child-minding and lactation area is not a priority	Maintained an operational child-minding and lactation area inside the campus with lactation room and diaper changing area	Sustained Development of Competitive Resources	Improvement of child-minding and lactation area for staff with kids/children	Improvement of (1)Child-Minding Facility and (2)Lactation Area to cater to at least 80% of the total women-employees with children		5,000.00	-	Student Services Division	
Improvement and preventive maintenance of classrooms, restrooms and other facilities for male and female students and employees	Increasing number of students and personnel due to the new K-12 curriculum	Provided safe spaces for learning of students- clean, organized and sanitized gender-responsive classrooms, for male and female students and employees	Sustained Development of Competitive Resources	Repair and maintenance of defective toilets and related facilities for the gender needs of male and female students and employees	Conduct of preventive maintenance of offices to ensure the safety and sanitation of working and learning spaces of male and female students and employees following the health emergency protocols in place to stop the spread of COVID-19 virus	Conducted preventive maintenance of offices to ensure the safety and sanitation of working and learning spaces of 268 male and 317 female students and employees following the COVID-19 response protocols to stop the spread of the virus benefitting 66 male and 59 females employees of SY 2021-2022	5,000.00	-	Curriculum and Instruction Services Division	
Preventive maintenance of equipment for the instruction, research and laboratory undertakings of students and employees	Increasing number of students and personnel due to the new K-12 curriculum	Provided functional equipment for male and female students and employees	Sustained Development of Competitive Resources	Repair and maintenance of equipment to ensure maximum functionality and safety in the operation	Conduct of preventive maintenance and repair of equipment of classrooms, offices and laboratories for the safe and efficient delivery of instruction in the CRBL approach in response to the pandemic	Conducted repair and preventive maintenance of equipment for the safe and efficient delivery of instruction benefitting 268 males and 317 female students and 66 male and 59 females employees of SY 2021-2022	100,000.00	557,677.88	Student Services Division	
Limited understanding of scholars on the gender issues affecting the elderly and persons with disabilities (PWDs), and the indigenous sector	Limited exposure of scholars to gender issues affecting the elderly persons with disabilities (PWDs), and in the indigenous sector	Increased gender consciousness and awareness of scholars on issues affecting the elderly persons with disabilities (PWDs), and in the indigenous sector	Curriculum and Instruction Services Program	Conduct face-to-face or virtual tours to institutions catering to the needs of the Elderly persons with disabilities (PWDs), and in the indigenous sector	Conduct of visits thru advocacy campaign where scholars participated, donated and assisted in the Program for the Senior Citizens at Balay Taripato: Understanding the Elderly	1 Activity conducted and participated by 102 males and 148 female senior citizens	5,000.00	-	Curriculum and Instruction Services Division	

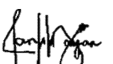
Not adept at gender-sensitive strategies and methods in teaching and learning Science, Mathematics, and Engineering	Teaching strategies and lesson plans are not gender-sensitive in addressing students issues and concerns in S&T	Developed teaching and learning modules that support mainstreaming of gender perspectives in an academic gender-sensitive academic program	Provision of Special Science Secondary Education	Conduct of gender-sensitive classes to students using the CRBL approach (Curriculum for Blended and Remote Learning) in response to the pandemic	Delivery of instruction using the CRBL approach producing learning materials that are gender sensitive and provision of other services in support to instruction (instructional supplies and modules, internet connectivity, laboratory supplies, and books) for the new normal set-up in education	Created, reproduced and delivered teaching, learning and evaluation materials for the implementation of the Curriculum for Remote and Blended Learning (CRBL) as a response to the pandemic wherein 249 males and 299 females (SY 2021-2022) and 268 males and 317 females (SY 2020-2021) were served.	5,000,000.00	3,501,167.77	Finance and Administrative Division	
Limited access of male and female students coming from various types of communities in Region 1 on quality STEM education	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 socio-economic status	Provision of equal opportunity and access for male and female scholars in the administration of the PSHS Scholarship program	Provided an equal opportunity and access for scholars in the implementation of the Scholarship Program to 249 males and 299 females enrollees of SY 2021-2022 and 268 males and 317 female enrollees of SY 2020-2021 based on their socio-economic status	50,000.00	12,402,200.00	Curriculum and Instruction Services Division	no expenses incurred
Limited knowledge of male and female NCE-RACE qualifiers and their parents on the school's services and policies	Minimal information provided to qualifiers during the interview and enrolment	Increased awareness and equal access of male and female NCE-RACE qualifiers and their parents on the school's services and policies	Student Support Services	Conduct an Orientation Program for both male and female students and their parents	Conduct of orientation program like (1)Pre-enrolment orientation, (2)Camp-In Orientation, (3)CRBL Policies Orientation, or (4)Homeroom Orientation for Grade 7 students and lateral enrollees and also to the Grade 8-12 Scholars	3 activities were conducted wherein 51 males and 58 female students attended the Pre-Enrolment orientation, 268 males and 317 females attended the CRBL Policy Orientation and 268 males and 317 females attended the Homeroom orientation.	50,000.00	14,310.80	Curriculum Instruction Division	
Lesser involvement of parent-fathers on attending to the academic and non-academic matters concerning the students	Fathers are preoccupied with their careers (i.e Doctors, Lawyers, Businessmen) while mothers are perceived as more skilled in handling school related matters	Increased involvement and participation of parent-fathers in school activities	Student Support Services	Conduct a Parenting Seminars with more emphasis on equal responsibility of mothers and fathers in giving assistance and guidance to their child	Conduct of seminar on Effective Parenting: Understanding Adolescents and Gender Issues Affecting them	47 males and 63 female parents of the grade 7 and lateral students have attended the webinar on Parenting the Gen Z	60,000.00	12,000.00	Student Services Division	
Possible occurrence of bullying (including online bullying) cases in the school	Limited awareness of students, parents and employees about the anti-bullying and child protection policies	Increased level of consciousness among male and female students, parents and employees about bullying and its negative impacts to the victims	Student Support Services	Conduct seminars on anti-bullying including online bullying to male and female students, parents and employees	Conduct of seminars for students, parents and employees on (1)RA 10627-Anti-bullying including online bullying, and (2)Cancel Culture and Public Shaming as a form Violence	1 Parenting in the New Normal was conducted, attended by 52 male and 58 female students where safe space act was included in the sessions	100,000.00	-	Student Services Division	
Possible occurrence of violence against the students, female employees and their children	As mandated by Law	Capacitate the students, parents, female employees and their children of reporting and protection policies in place	Student Support Services	Conduct seminars on anti-VAWC to male and female students, parents and employees	Conduct of seminars for students, parents and employees on RA 9262-Anti-Violence Against Women and Children	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		-		
Lesser number of female Grade 6 pupils applying and passing the National Competitive Examination (NCE-RACE)	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-RACE who will ultimately accept the scholarship from PSHS IRC	STEM Promotional Activities	Conduct of a learning enhancement program for the elementary (private and public) pupils providing learning materials and activities in Science, Mathematics and English	Conduct of learning enhancement program like (1)Eureka Science Camp, (2)Adopt-a-School Program, Tulong Dunong, (3)"Ading Ko" Program, and (4)"Pinnasiriban" for elementary pupils in the region who will become prospect NCE-RACE examinees/passers	Virtual Pisay Pinnasiriban was participated by 10 males and 5 females, while 105 males and 192 females have attended the STEM wizards coming from the 4 provinces of Ilocos Region	800,000.00	259,930.00	Curriculum, Instruction Services Division	


				Conduct of teacher trainings and seminars for the (private and public) elementary and high school teachers in Science, Mathematics and English	Conduct of training/seminar program for teachers in the Project TEACH on skills and technologies useful for the new normal in education delivery	Project TEACH was conducted virtually and attended by 38 males and 126 female participants from across the region	200,000.00	-	Curriculum, Instruction Services Division	
				Conduct of NCE-RACE caravan	Conduct of NCE caravan/campaign in the region following the new normal setting due to travel restrictions caused by the pandemic	NCE Campaign was conducted in the region via online platforms, some conducted school to school campaigning and thus gaining us 185 males and 294 female Grade 6 applicants	200,000.00	619,070.25	Student Services Division	
				Conduct of campaign cum gift-giving activity to the families of prospect NCE-RACE takers	Conduct of campaign activity during the Pamaskong Handog ng Pisay to the Barangays to local residents where at least 100 children (and their families) benefitted	Conducted the Pamaskong handog wherein 129 males and 177 females participated/recipients whereas 129 males and 177 female participants/recipients have attended the Pisay Ilocos Pisayuda 2021	100,000.00	560,239.35	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	Conduct of seminar and drills (Men and Women Responsiveness in Disaster Preparedness) conducted and dominated with female resource persons and facilitators in the new normal setup	Conducted emergency drills and attended by 35 males and 48 female employees	10,000.00	1,000.00	Student Services Division	no expenses incurred
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	Conduct of seminar (Character Building Training) and attended by at least 90% of the male students along with the female students in the batch	Conducted character building webinars to different grade levels with the following attendance (21 males and 41 females for Grade 12; 40 males and 40 females for Grade 11; 28 males and 40 females for Grade 10; 78 males and 101 females for Grade 8-9; and 51 males and 58 females for Grade 7)	10,000.00	33,812.24	Student Services Division	
Increasing cases of mental health crisis among students and/or employees during the pandemic	Incidence of depression among scholars and/or employees	Increased awareness and understanding of mental health issues concerning scholars and/or employees	Student Support Services	Conduct of seminar or capacity-building activities for stress management and in handling mental health crisis experienced by students	Conduct of seminars on stress management and in managing mental health crisis experienced by students during this time of pandemic. (1)A Day with Psychiatrist, (2)"De-briefing Activity", (3)Seminar on Mental Health, (4)Stress Management	Grade 8 Character Building and Recollection was conducted on November 20, 2020 with 42 male and 48 female students	300,000.00	-	Student Services Division	
Prevalence of infectious diseases (i.e. COVID-19, influenza, etc.) in the community that can affect male and female students and employees	Incidence of communicable diseases among scholars and/or employees	Increased awareness of scholars and the community where they live on communicable illnesses and how to mitigate spread of the disease	Student Support Services	Conduct of information campaign through IEC and medical mission drives where male and female students will be involved and facilitate	Conduct of (1)Health Advocacy Campaign: Medical Mission participated by at least 85% of the students and (2)provision of Hygiene and Pandemic Kits to employees during the COVID-19	Provided information dissemination and hygiene and pandemic kits to 35 male and 47 female permanent employees	30,000.00	45,220.00	Student Services Division	

ORGANIZATION-FOCUSED										
								1,402,389.42		
Limited functionality of the Gender and Development (GAD) Focal Point System (GFPS), Secretariat and Technical Working Group (TWG)	Limited capacity building activities and trainings for GFPS and GAD TWG members	Capacitated GFPS and GAD TWG in implementing GAD related program	Human Resource Development	Conduct and/or attendance to Gender Analysis (GA) and Gender Mainstreaming (GM) training of GFPS and GAD TWG members	Attendance to trainings, benchmarking and consultancy activities on GAD by the GFPS and GAD TWG members	1 activity attended by 34 males and 46 females employees entitled Webinar on the standards of Gender Fair Communication and practical tips on using Gender Fair language in the classrooms and	100,000.00	-	Office of the Campus Director/ GAD Committee	
Limited awareness and appreciation of employees on GAD	Limited capacity building activities and trainings for the employees on GAD	Increased awareness and appreciation of employees on GAD which will equip them to exercise positive gender perspectives across environments (home and workplace)	Human Resource Development	Conduct of Gender Sensitivity Trainings (GST), Gender Issues and GAD appreciation activities to employees	Conduct of GAD capacity building activities for at least 90% of the employees (GST for new employees, Campus GAD Activity, Systemwide GAD activity, Seminar on Gender Fair Language)	2 activities were conducted; 24 males and 31 females attended the safe spaces act webinar conducted during the INSET and 31 males and 53 female teachers attended the Anti-Violence and Safe Spaces Act in School for Employees during the 18-day campaign to end VAWC	300,000.00	8,696.60	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 functional and sex-disaggregated database	Excellence in governance through streamlined PAPS administration	Conduct a joint conference with GFPS, GAD TWG, CID, SSDand HRMU to identify the variables for the creation of GAD database	One functional and sex disaggregated database on Students' enrollment profile and Employees' profile	Maintained 2 databases- Registrar's records of students and HR records of employees	10,000.00	34,080.00	Office of the Campus Director/ GAD Committee	
R.A. 6949: Yearly Observance of Women's Month	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	Conduct of trainings and competitions for employees, students, other stakeholders and service workers as part of the the Women's Month Celebration in the new normal setting	A total of 5 activities were conducted to 334 male and 376 female students and employees in the Nutri Session, 81 male and 94 participants in the GAD Advocacy Film; 33 males and 38 females in the Webinar on Propagation and Care of Ornamental Plants and Plant Poaching; 33 males and 46 females in Webinar on Lifestyle Diseases ; and 334 males and 376 females students and teachers attended the National Women's Month Celebration Activities Competitions (Culminating Activity) for students and employees	5,000.00	119,356.91	Office of the Campus Director/ Finance and Administrative Division	
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, and improvement of the GAD corner	Distribution and uploading of IEC material via online platforms; Updating of GAD Corner in the PSHS website	uploaded list of activities in the PSHS IRC website and publication materials in Pisay Ilocos facebook page, updated the GAD corner	10,000.00	-	Office of the Campus Director/ Finance and Administrative Division	no expense incurred, used online platforms in IEC dissemination
Married female employees often incur more absences or tardiness because they are stereotyped to do household and family management related responsibilities	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	Conduct of a (1)Year-End Assessment Activity and (2)Family Day to at least 85% of the employees (regular and contractual) in the new normal setting	Assessed and presented the campus performance and or accomplishments for FY 2021 and conducted thanksgiving celebration cum family Day or all members of Pisay Ilocos workforce wherein 66 males and 59 female employees have attended the activity on December 22, 2021	20,000.00	98,596.40	Office of the Campus Director/ GAD Committee	

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	Conduct of FSI, INSET activities and Teacher Trainings for at least 75% of all male and female teachers in the new normal setting	23 males and 31 female teachers attended the INSET on Aug 19, 20, 23 and 24, 2021; 6 males and 14 females attended the FSI Humanities while 18 males and 17 females attended the FSI STEM on March 2021; 15 males and 15 female staff have attended the FAD OCD FSI on Dec 2, 2021; and 2 males and 6 females have attended the SSD FSI	5,000.00	199,253.03	Office of the Campus Director/ GAD Committee	
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 the monitoring of employees' health	Human Resource Development	Annual Physical and Medical Examination (inclusive of reproductive health tests) and required swab testing for employees	Conduct of annual physico-medical examination and relevant COVID-19 testing for at least 85% of all employees as part of monitoring and mitigation of the spread of the disease	2 activities were done as part of monitoring the health conditions of employees and also as preventive measure to stop the widespread transmission of COVID-19 in the campus; 28 male and 43 female permanent employees have undergone availed the annual medical-dental-neuro-psychological examination for CY 2021; 61 male (29 permanent; 32 COS/JO) and 52 female (43 permanent; 9 COS/JO) employees were tested with the PanAbbott antigen test kit	5,000.00	942,406.48	Office of the Campus Director/ GAD Committee	

Prepared by:


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Note: =====

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Mary Ann Laguna (2022-02-04 08:25:57)

@soloriavb@irc.pshs.edu.ph Van meron k nito? seminar on mental health. last yr?

Assigned to Vanessa Celerina Soloria

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Note: =====

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Mary Ann Laguna (2022-02-07 05:28:52)

@yadaoaq@irc.pshs.edu.ph ABBY Palagyan din ito basang.. data on male female thanks

Assigned to Abigail Yadao