

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET  
FY 2021**

**Organization:** Philippine Science High School System - Ilocos Region Campus  
**Organization Hierarchy:** Department of Science and Technology, Philippine Science High School System  
**Total Proposed Budget of Organization:** 171,238,000.00  
**Total GAD Budget:** 10,305,000.00

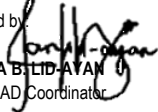
Gender Issue/GAD Mandate	Cause of Gender Issue	GAD Result Statement/ GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators / Targets	GAD Budget	Source of Budget	Responsible Unit Office
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<b>CLIENT-FOCUSED ACTIVITIES</b>						<b>9,585,000.00</b>		
Less number of female graduates enrolling in Mathematics, Engineering and Computer Science courses	Stereotype/Family 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 of 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 ( <b>Career Talk, Day with Scientists, Career Guidance, Research Forum, NSCM</b> )	100,000.00	GAA	Student Services Division/ Curriculum and Instruction Division
Few male students participate in the local and international competitions; e.g Robotics and Mathematics Competitions	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	STEM Secondary Education on Scholarship Program	Conduct of an activity (i.e. National Chemistry Week, STEM Research, etc ) that exposes students to numerous activities that will help them realize their passion for academic excellence.	At least 1 activity (i.e. National Chemistry Week, STEM Research, Kapnayan/ANCQ/Math Olympiad, etc) conducted whereby more male students will benefit from the activity	500,000.00	GAA	Curriculum and Instruction Division
Absence of facility to support practical gender needs of women employees	Operationalization of the Child-Minding/Lactation Area is not a priority	Established operational Child-Minding/Lactation Area inside the campus with lactation room and diaper changing area	Sustained Development of Competitive Resources	Improvement/Provision of Child-Minding/Lactation area for staff with children below 5 years old.	Improvement of <b>Child-Minding Facility</b> and provision of <b>lactation area</b> to cater to at least 80% of the total women-employees with children below 5 years old.	65,000.00		Student Services Division / Health Services Unit
Inadequate number of classrooms, offices, restrooms/toilets and other facilities for male and female students and employees	Increasing number of students and personnel due to the new K-12 curriculum	Provided clean and sanitary toilets for men and women and constructed gender-responsive classrooms and offices (buildings) for male and female students and employees	Sustained Development of Competitive Resources	Construction of additional buildings with provisions of gender-responsive stairs and separate restrooms or toilets for male and female scholars and employees	Maintenance and provision of <b>gender-sensitive toilets</b> for men and women including the improvement of existing ones that would cater to the gender needs of men and women	1,000,000.00	GAA	Finance and Administrative Division
				Repair of defective toilets and related facilities for the gender practical needs of male and female students/employees	Preventive maintenance to ensure the safety of male and female students/employees while in the building and campus premises	20,000.00		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/repair of additional equipment (i.e. office equipment, laboratory equipment, etc) for students' and employees' maximum functionality and to assure 100% safety and security for males and females who would use these	Provision of additional <b>equipment</b> for the different offices, classrooms and laboratories for the effective, efficient and timely reproduction/delivery of the learning modules to be used for the CRBL approach in response to the pandemic	1,000,000.00	GAA	Finance and Administrative Division / Curriculum and Instruction Division
				Repair of defective equipment in the different laboratories and offices to ensure maximum functionality and safety in the operation	Preventive maintenance to ensure the safety of male and female students/employees in the operation of the equipment (FABLAB, Science Lab, Office Equipment)	500,000.00	GAA	Finance and Administrative Division / Curriculum and Instruction Division
Limited understanding of PSHS IRC 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 a visit/exposure trip to institutions catering to the needs of the Elderly persons with disabilities (PWDs), and in the indigenous sector	Conduct of exposure trips/advocacy campaign (i.e. Program for the Senior Citizens at <b>Balay Taripato</b> : Understanding the Elderly with at least 50% of scholars participated, donated and assisted in the Program	20,000.00	GAA	Student Services Division / Outreach committee

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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 CBRL approach (Curriculum for Blended and Remote Learning)	Delivery of instruction using the CRBL approach to learning/teaching where learning materials are gender sensitive ( <b>instructional supplies/modules, internet connectivity, laboratory supplies, and books</b> ) even in the new normal set-up in education	1,000,000.00	GAA	Curriculum and Instruction 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	Provision of equal opportunity and access for male and female scholars in the administration of the <b>scholarship program</b>	5,000,000.00	GAA	Finance and Administrative 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	Conduct of online orientation program (including a <b>pre-enrolment orientation/Camp In Orientation/Dorm Orientation</b> ) for Grade 7 students and lateral enrollees	10,000.00	GAA	Student Services Division - Registrar Services Unit
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	Conduct of <b>webinar on effective parenting</b> (i.e. Effective Parenting: Understanding Gender Issues that Affect a Child) to the scholars' parents	15,000.00	GAA	Student Services Division - Guidance Services Unit

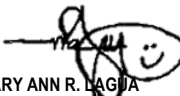
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Occurrence of reported bullying (including online bullying) and child abuse cases in male and female students	Limited awareness of students about the anti-bullying (including cyber bullying) and child protection policies	Increased level of consciousness 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	Conduct of webinar via google meet (i.e. <b>Anti-bullying including online bullying, Anti-Child Abuse Law, GST Anti-Violence Against Women and Children, Anti Sexual Harassment Law</b> ) to male and female students	15,000.00	GAA	Student Services Division - Guidance Services Unit
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	Conduct of learning enhancement program (i.e. <b>Eureka Science Camp, Adopt-a-School Program, Tulong Dunong, "Ading Ko" Program, and "Pinnasiriban"</b> ) for elementary pupils in the region who will become prospect NCE examinees/passers	50,000.00	GAA	Curriculum and Instruction Division / Outreach Committee
				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	Conduct of <b>training/seminar program for teachers</b> (i.e. Project TEACH, etc) of skills and technologies useful for the new normal in education delivery		GAA	Curriculum and Instruction Division
				Conduct of NCE caravan with career talks integrating GAD principles in discussing stereotypes and myths in relationship between gender roles and S&T	Conduct of <b>NCE caravan/campaign</b> in the region following the new normal setting due to travel restrictions caused by the pandemic	20,000.00	GAA	Student Services Division - Registrar Services Unit
				Conduct of campaign cum gift-giving activity to prospect NCE takers and their families in San Ildefonso and Sto. Domingo, Ilocos Sur	Conduct of campaign activity (i.e. <b>Pamaskong Handog ng Pisay to the Barangays</b> ) to local residents conducted to at least 100 children (and their families) attended the campaign and have received the love gift	20,000.00	GAA	Student Services Division / Outreach Committee
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 <b>seminar/webinar/drills</b> (i.e. <b>Men and Women Responsiveness in Disaster Preparedness</b> ) conducted and dominated with female resource persons and facilitators in the new normal setup	10,000.00	GAA	Office of the Campus Director / Disaster Risk Reduction Committee


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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 <b>seminar/webinar</b> (i.e. <b>Character Building Training</b> ) and attended by at least 90% of the male students along with the female students in the batch	100,000.00	GAA	Student Services Division - Guidance Services Unit
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	Conduct of seminar/training/webinars on stress management and understanding mental health of teenagers ( <b>Day with Psychiatrist/Seminar on Mental Health and Fitness</b> ) during this time of pandemic.	90,000.00	GAA	Student Services Division - Guidance Services Unit
Limited participation of male students in talent presentations and other related activities	Females are perceived as more skilled in providing entertainment	Increased exposure of scholars on the 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	Conduct of <b>Medical Mission: A Health Advocacy Campaign</b> with at least 85% scholars participated and assisted in the health advocacy program	50,000.00	GAA	Student Services Division - Health Services Unit
<b>ORGANIZATION-FOCUSED ACTIVITIES</b>						<b>720,000.00</b>		
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/ Conduct Forum for School Improvement-GAD	Attendance to <b>trainings/webinars and benchmarking/consultancy activities on some GAD centers</b> by at least 50% of GAD committee and TWG members	10,000.00	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	Conduct of GST for at least 95% of the new employees and GAD activities for the old employees ( <b>GST for new employees, Campus GAD Activity/Systemwide GAD activity</b> )	500,000.00	GAA	Office of the Campus Director/ GAD Committee
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	One functional GAD sex disaggregated database on <b>Students' enrollment profile and Employees' profile</b>	-	GAA	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 <b>training/webinars for employees and contests for students</b> as part of the the Women's Month Celebration in the new normal setting	10,000.00	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, and improvement of the GAD corner	Distribution and uploading of <b>IEC material via online platforms</b> ; Updating of <b>GAD Corner in the PSHS website</b>	-	GAA	Office of the Campus Director/ GAD Committee
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	Conduct of activity to celebrate the <b>Family Day</b> of at least 95% of all employees (regular and contractual) in the new normal setting	100,000.00	GAA	Finance and Administrative Division

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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 <b>FSI activities</b> (STEAM/Humanities) for at least 75% of all male and female teachers in the new normal setting	50,000.00	GAA	Curriculum and Instruction 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	Conduct of annual <b>physico-medical examination</b> and <b>relevant COVID testing</b> for at least 90% of all employees as part of monitoring and mitigation of the spread of the disease	50,000.00	GAA	Finance and Administrative Division
<b>TOTAL</b>						<b>10,305,000.00</b>		

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