GENDER AND DEVELOPMENT (GAD) AGENDA 2022-2027

AY 2025-2026

5.6.1

Policy of Non-Discrimination Against Women

CONTENT OF MEANS OF VERIFICATION (MOV)

Main MOV:

- Davao de Oro State College (DdOSC) Gender and Development (GAD) Agenda 2022-2027
  (Part III: Policy / Goal 1: To institutionalize Gender and Development Mainstreaming)

Supporting MOVs:

- GAD Strategic Plan 2022-2027
- Institutional Policy on Anti-Sexual Harassment of DdOSC (Administrative Order No. 0825-01, Series of 2022)
- Committee on Decorum and Investigation (CODI) of DdOSC (Special Order No. 0328-01, Series of 2026)

Legal Frameworks:

- The Magna Carta for Women (Republic Act No. 9710)
- Solo Parents' Welfare Act of 2000 (Republic Act No. 8972)
- 105-Day Expanded Maternity Leave Law (Republic Act No. 11210)

Attachments for Validation:

- Board of Trustees (BoT) Resolution re: Approving the DdOSC GAD Agenda for 2023-2028
- GAD Certification with Gender Analysis
- GAD Expert Certification

Davao de Oro State College Gender and Development (GAD) Agenda (2022-2027)

PART III - POLICY

GOAL 1 - To institutionalize Gender and Development Mainstreaming

GOAL 1 - To institutionalize Gender and Development Mainstreaming

INTRODUCTION

This section reflects the challenging role of the College in promoting gender equality, women empowerment, and human rights protection. As a trailblazer of social transformation and its commitment to achieving a gender-sensitive academic community, the Davao de Oro State College has a vital role in addressing gender disparity.

Section 37, Rule VI of Republic Act 9710's Implementing Rules and Regulations mandates government agencies to adopt gender mainstreaming as a strategy to achieve gender equality. This was institutionalized in DDOSC through Administrative Order No. 068, s 2020, which instructs all units of the College to integrate the gender perspective in DDOSC policies, programs, projects, and activities.

ASSESSMENT AND CHALLENGES

Gender Mainstreaming in the College does not only deal with women but how policies will be assessed and make a valuable impact on both women and men. It deals with every individual's rights and needs as a member of the academic community. For Davao de Oro State College (DDOSC), support of the Administration for the GAD program of the College is evident through policy issuances but not evident to bring about changes in the College and its faculty, staff, and students, making it gender-responsive. In compliance with national laws, the institutional mechanism was established, and focal persons have been designated, but evidences are inadequate to support the implementation process of integrating a gender equality perspective at all stages and levels of policies, programs, and projects of the College. More specifically, the following issues and challenges are cited:

Absence of GAD Responsive PAPs (Policies, plans and programs, and mandates that do not respond to gender concerns)

There is a need to integrate a gender dimension in its programs, systems, or structure, and a need to integrate gender perspectives to respond to gender issues and/or implement specific GAD mandates. These challenges would hinder the monitoring and evaluation activities to mainstream gender even if there were few opportunities that facilitate the activities. Monitoring and evaluation that will strategically address the implementation of mainstreaming needs to be strengthened to take into account these

differences when designing, implementing, and evaluating policies, programs, and projects, so that they benefit both women and men, either faculty, staff, students or external partners and do not increase inequality but enhance gender equality.

Absence of a gender database to help policy and program implementation

Gender-differentiated data and information are supposedly available as reference data among top management officials of the College to be able to assess the existing situation and develop appropriate, evidence-based responses and policies. Such data shall be collected, entered into the database, and analyzed within the policy-making process.

Inadequate support and participation in GAD-related activities

There is low participation or inadequate support of women or men employees in human resource development undertakings, decision-making structures and processes, and other GAD-related activities within the College. In spite of the College's position in gender equality, there is still a need to propagate such advocacy among its stakeholders.

STRATEGIES

Gender equality issues need to be mainstreamed at all stages of policy-making or project programming, but it is especially important to take it into account at the planning stage, when the problems, concerns and needs of the beneficiaries are identified and the ways to address them are defined. In the conduct of various activities of the College such as but not limited to:

GAD Audit

To be able to impute the cost of gender mainstreaming in the flagship or regular program of the College, this may assess the program or project using the Harmonized GAD Guidelines. The program or project should be assessed at two levels: 1) the design of the project or program, using the original/revised design documents; and 2) at the project/program implementation, management, and monitoring and College uses the generic checklist (Box 7a) or a relevant sector-specific checklist. For the PIMME, use Boxes 16 and 17 found in the "GAD Checklists for Project. As a starting point for gender mainstreaming, GAD Audit identifies the differences between and among women and men in terms of their relative positions and designations in the College and the distribution of resources, opportunities, tasks and functions in a given context. In this way, it allows for the development of interventions that address gender inequalities and meet the different needs of women and men within the academic community.

Review and Integration of GAD perspective in all manuals, IECs, plans, programs, projects, activity designs and policies

The DDOSC shall ensure that all manuals, IECs, plans, activity designs, project and program designs of the College have complied with the GAD Checklists under the Harmonized GAD Guidelines. The project/activity proponents shall look into and comply with the following areas: a) participation of men and women in the identification of the development problem; b) collection and use of sex-disaggregated data in the analysis and development intervention; and c) conduct of gender analysis to identify the gender issues that the proposed project/activity/program must address.

All College manuals, plans, and policies shall ascertain the inclusion of gender responsive indicators and guidelines review and revise provisions to remove gender biases. This is to ensure that polices, IECs and manuals of the College adhere to the principle that development is for all and ensure the equal distribution of opportunities, resources, and benefits among faculty, personnel, staff, and students. It aims for gender justice and works toward the realization of the College free of gender bias and discrimination, gender oppression, and gender violence such as sexual harassment.

Gender impact assessment

Gender analysis and gender impact assessments are crucial tools for gender mainstreaming. These tools support the practical implementation of gender mainstreaming. This is the analysis or assessment of a policy or program of the College that makes it possible to identify, in a preventative way, the likelihood of a given decision having negative consequences for the state of equality between women and men to improve the design and the planning of the policy under consideration, in order to prevent a negative impact on gender equality. This is to strengthen gender equality through better designed, transformative programs and College policies to make sure that any discriminatory effects are either removed or mitigated.

Policies to mainstream GAD to all PAPs

This involves the actual implementation of the mandate of the College. PAPs of the College and its delivery units shall be reviewed, and issuance of policies, application of gender analysis tools, and conduct of GAD advocacy and regular updating of GAD mechanisms such as the GAD database shall be adhered to recognizing that policies, programs, and projects can have different effects on women and men.

Utilization of GAD analysis tools in the development of PAPs

Planning and development of PAPs of the College shall be guided by the desired outcomes and goals embodied in the MCW, other relevant laws, the

PPGD, the Women's Empowerment and Development toward Gender Equality Plan, 2012-2016 (WEDGE Plan), succeeding term plans for GAD as well as the UN CEDAW and other relevant international commitments.

Mainstreaming gender perspectives in the College's PAPs to attain the desired outcomes for GAD shall be a priority in GAD planning and budgeting. Using the 5% GAD budget for gender mainstreaming allows the College to influence the entire DDOSC program, plan, and budget. To aid gender mainstreaming, DDOSC shall perform gender analysis using existing tools, such as the Harmonized Gender and Development Guidelines (HGDG), to ensure that the different concerns of women and men are addressed equally and equitably in their PAPs. Activities to address these differential concerns through capacity development on GAD or GAD-focused activities shall be included in the College's GPBs.

Participation of both women and men in the planning, conduct, monitoring and evaluation of PAPs.

Seeking and articulating the viewpoints of women and men and making their contribution a critical part of developing policies, programs and projects are equally important to ensure proper gender mainstreaming, such as political will, commitment to and awareness of gender equality issues, knowledge, resources (including expertise) and availability of information.

PROGRAMS, ACTIVITIES, AND PROJECTS

Conduct GAD Audit

1.1.1 Review the College readiness for the gender audit
1.1.2 Creation of a gender audit team and the audit strategy
1.1.3 Carrying out the audit plan
1.1.4 Drafting of gender equality plan
1.1.5 Final audit written report

Conduct of GAD Review in all manuals, IECs, plans and policies

1.1.6 Constitution of a review committee
1.1.7 Carrying out the review process
1.1.8 Endorsement of the GAD certification

Conduct of Participatory Gender Audit for SUCs

1.1.1 Survey of personnel
1.1.2 Desk review of documents
1.1.3 Interview with GAD Focal Point system members
1.1.4 Exercises within a 2-day workshop

Conduct of Gender Impact assessment

1.1.9 Constitution of a committee to undertake gender equality relevance
1.1.10 Survey, present and analyze gender patterns
1.1.11 Make recommendations

1.1.12 Endorsement with GAD Certification of the result of the assessment.

Formulation of policies to mainstream GAD to all PAPs

1.1.13 Craft policies

1.1.14 Route the policies in the form of administrative and memorandum orders.

Dissemination of GAD analysis tools in the development of PAPs

1.1.15 Craft advisories or memorandum orders for the utilization of the GAD analysis tools in the development of PAPs

1.1.16 Conduct monitoring to track its utilization in all units of the College.

1.1.17 Endorse the result to the delivery unit head for proper channeling to the Office of the College President.

Reconstitution of the memberships in all Councils of the College

1.1.18 Issuance of Special Order or Memorandum Order

SUPPORTING MEANS OF VERIFICATIONS (MOVs)

AY 2025-2026

5.6.1

Policy of Non-Discrimination Against Women

GAD Strategic Plan

GAD Annex A – GAD Strategic Plan

GAD GOAL NO. 1	Institutionalization of Gender and Development Mainstreaming						
GENDER ISSUE/ GAD MANDATE	GAD OUTCOME/ RESULT STATEMENT	INDICATOR	BASELINE	RESPONSIBLE UNIT/ OFFICE	YEAR 1		
					TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET
Absence of GAD responsive PAPs	PAPs of the College will be GAD responsive	Percentage of PAPs that are GAD responsive		Office of the College President, Office of the Chief for Administration and Finance	100% of administrative PAPs are GAD responsive	Incorporation of GAD in the activity design, project design and program design. Participation of both women and men in the planning, conduct, monitoring and evaluation of PAPs. Review of GAD related policies, IEC, manuals Issuance of policies to mainstream GAD to all PAPs Conduct of GAD Audit Integration of GAD perspective in all manuals, plans and policies Utilization of GAD analysis tools in development of PAPs Conduct of gender impact assessment	P100,000.00 P50,000.00 P50,000.00 P50,000.00 P100,000.00 P50,000.00 P50,000.00 P50,000.00

YEAR 2			YEAR 3			YEAR 4		
TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET
100% of administrative PAPs are GAD responsive	Incorporation of GAD in the activity design, project design and program design. Partificpation of both women and men in the planning, conduct, monitoring and evaluation of PAPs. Review of GAD related policies, IEC, manuals Issuance of policies to mainstream GAD to all PAPs Conduct of GAD Audit Integration of GAD perspective in all manuals, plans and policies Utilization of GAD analysis tools in development of PAPs Conduct of gender impact assessment	P100,000.00 P40,000.00 P20,000.00 P20,000.00 P15,000.00	100% of administrative PAPs are GAD responsive	Incorporation of GAD in the activity design, project design and program design. Participation of both women and men in the planning, conduct, monitoring and evaluation of PAPs. Review of GAD related policies, IEC, manuals Issuance of policies to mainstream GAD to all PAPs Conduct of GAD Audit Integration of GAD perspective in all manuals, plans and policies Utilization of GAD analysis tools in development of PAPs Conduct of gender impact assessment	P100,000.00 P50,000.00 P50,000.00 P50,000.00 P100,000.00 P50,000.00 P50,000.00 P50,000.00	100% of administrative PAPs are GAD responsive	Incorporation of GAD in the activity design, project design and program design. Participation of both women and men in the planning, conduct, monitoring and evaluation of PAPs. Review of GAD related policies, IEC, manuals Issuance of policies to mainstream GAD to all PAPs Conduct of GAD Audit Integration of GAD perspective in all manuals, plans and policies Utilization of GAD analysis tools in development of PAPs Conduct of gender impact assessment	P100,000.00 P50,000.00 P50,000.00 P50,000.00 P100,000.00 P50,000.00 P50,000.00 P50,000.00

YEAR 5			YEAR 6		
TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET
100% of administrative PAPs are GAD responsive	Incorporation of GAD in the activity design, project design and program design.	P100,000.00	100% of administrative PAPs are GAD responsive	Incorporation of GAD in the activity design, project design and program design.	P100,000.00
	Partificpation of both women and men in the planning, conduct, monitoring and evaluation of PAPs.	P50,000.00		Participation of both women and men in the planning, conduct, monitoring and evaluation of PAPs.	P50,000.00
	Review of GAD related policies, IEC, manuals	P50,000.00		Review of GAD related policies, IEC, manuals	P50,000.00
	Issuance of policies to mainstream GAD to all PAPs	P50,000.00		Issuance of policies to mainstream GAD to all PAPs	P50,000.00
	Conduct of GAD Audit	P100,000.00		Conduct of GAD Audit	P100,000.00
	Integration of GAD perspective in all manuals, plans and policies	P50,000.00		Integration of GAD perspective in all manuals, plans and policies	P50,000.00
	Utilization of GAD analysis tools in development of PAPs	P50,000.00		Utilization of GAD analysis tools in development of PAPs	P50,000.00
	Conduct of gender impact assessment	P50,000.00		Conduct of gender impact assessment	P50,000.00

GENDER ISSUE/ GAD MANDATE	GAD OUTCOME/ RESULT STATEMENT	INDICATOR	BASELINE	RESPONSIBLE UNIT/ OFFICE	YEAR 1		
					TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET
Inadequate support and participation in GAD related activities	Strengthen participation and support to GAD related activities	Percentage of students, faculty and staff	7,000 students, 307 faculty and staff in all campuses of the College	Office of the College President, Office of the Chief for Administration and Finance, Office of the Vice President for Academic Affairs	100% of students, faculty and staff support and participate in the conduct of GAD related activities (Women's Month, VAWC)	Attendance to various GAD related activities Issuance of memorandum to support and participate to various GAD related activities	P50,000.00

YEAR 2			YEAR 3			YEAR 4		
TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET
100% of students, faculty and staff support and participate in the conduct of GAD related activities (Women's Month, VAWC, International Women's Day Celebration)	Attendance to various GAD related activities Issuance of memorandum to support and participate to various GAD related activities	P50,000.00	100% of students, faculty and staff support and participate in the conduct of GAD related activities (Women's Month, VAWC, International Women's Day Celebration)	Attendance to various GAD related activities Issuance of memorandum to support and participate to various GAD related activities	P50,000.00	100% of students, faculty and staff support and participate in the conduct of GAD related activities (Women's Month, VAWC, International Women's Day Celebration)	Attendance to various GAD related activities Issuance of memorandum to support and participate to various GAD related activities	P50,000.00

YEAR 5			YEAR 6		
TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET
100% of students, faculty and staff support and participate in the conduct of GAD related activities (Women's Month, VAWC, International Women's Day Celebration)	Attendance to various GAD related activities Issuance of memorandum to support and participate to various GAD related activities	P50,000.00	100% of students, faculty and staff support and participate in the conduct of GAD related activities (Women's Month, VAWC, International Women's Day Celebration)	Attendance to various GAD related activities Issuance of memorandum to support and participate to various GAD related activities	P50,000.00

GAD GOAL NO. 2	Establishment of a Comprehensive Sex Disaggregated Data Database				YEAR 1		
GENDER ISSUE	GAD OUTCOME	INDICATOR	BASELINE	RESPONSIBLE OFFICE	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET
Absence of sex disaggregated data - work force - students - research respondent - extension program beneficiaries - production proponents - top management - planning committee - participants in all PAPs	Establishment of sex disaggregated data (SDD) database	Percentage of PAPs with sex disaggregated data	None	Office of the College President, Office of the Chief for Administration and Finance, Office of the Vice President for Academic Affairs, Integration Management System Unit	1 SDD Database is established	Creation of database for sex-disaggregated data	P100,000.00

YEAR 2			YEAR 3			YEAR 4		
TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET
1 SDD Database is updated	Updating of sex-dissaggregated data database	P50,000.00	1 SDD Database is updated and evaluated	Updating of sex-dissaggregated data database Evaluation of sex-disaggregated data database	P50,000.00	1 SDD Database is updated	Updating of sex-dissaggregated data database	P50,000.00

YEAR 5			YEAR 6		
TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET
1 SDD Database is updated	Updating of sex-dissaggregated data database	P50,000.00	1 SDD Database is updated and evaluated	Updating of sex-dissaggregated data database Evaluation of sex-disaggregated data database	P50,000.00

					YEAR 1		
GENDER ISSUE	GAD OUTCOME	INDICATOR	BASELINE	RESPONSIBLE OFFICE	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET
Absence of sex disaggregated data - work force - students - research respondent - extension program beneficiaries - production proponents - top management - planning committee - participants in all PAPs	Establishment of sex disaggregated data (SDD) database	Percentage of PAPs with sex disaggregated data	None	Office of the College President, Office of the Chief for Administration and Finance, Office of the Vice President for Academic Affairs,	100% of PAPs are supported with SDD	Gathering of SDD in every activity conducted Filing SDD in the database Utilization of the SDD in enhancing GAD PAPs	P100,000.00

YEAR 2			YEAR 3			YEAR 4		
TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET
100% of PAPs are supported with SDD	Gathering of SDD in every activity conducted Filing SDD in the database Utilization of the SDD in enhancing GAD PAPs	P100,000.00	100% of PAPs are supported with SDD	Gathering of SDD in every activity conducted Filing SDD in the database Utilization of the SDD in enhancing GAD PAPs	P100,000.00	100% of PAPs are supported with SDD	Gathering of SDD in every activity conducted Filing SDD in the database Utilization of the SDD in enhancing GAD PAPs	P100,000.00

YEAR 5			YEAR 6		
TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET
100% of PAPs are supported with SDD	Gathering of SDD in every activity conducted Filing SDD in the database Utilization of the SDD in enhancing GAD PAPs	P100,000.00	100% of PAPs are supported with SDD	Gathering of SDD in every activity conducted Filing SDD in the database Utilization of the SDD in enhancing GAD PAPs	P100,000.00

GAD GOAL NO. 3	Establishment of GAD Learning Hub				YEAR 1		
GENDER ISSUE	GAD OUTCOME	INDICATOR	BASELINE	RESPONSIBLE OFFICE	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET
Inadequate knowledge of the the GFPS members in gender mainstreaming	GFPS members will be capacitated in gender mainstreaming	Percentage of GFPS members trained in gender mainstreaming	28 GFPS members	Office of the College President, Office of the Chief for Administration and Finance, Office of the Vice President for Academic Affairs	100% of GFPS members trained in gender mainstreaming	Attendance to trainings and seminars on GAD, SDD, gender statistics and gender mainstreaming Attendance to trainings and seminars on the formulation of GAD plan and budget Monitoring and evaluation on the implementation of GAD plan and budget Attendance to trainings and seminars on the conduct of GAD analysis and use of GAD analysis tools Conduct of training needs analysis for GFPS members	P100,000.00 P100, 000.00 P50,000.00 P50, 000.00 P30,000.00

YEAR 2			YEAR 3			YEAR 4		
TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET
100% of GFPS members trained in gender mainstreaming	Attendance to trainings and seminars on GAD, SDD, gender statistics and gender mainstreaming	P100,000.00	100% of GFPS members trained in gender mainstreaming	Attendance to trainings and seminars on GAD, SDD, gender statistics and gender mainstreaming	P100,000.00	100% of GFPS members trained in gender mainstreaming	Attendance to trainings and seminars on GAD, SDD, gender statistics and gender mainstreaming	P100,000.00
	Attendance to trainings and seminars on the formulation of GAD plan and budget	P100, 000.00		Attendance to trainings and seminars on the formulation of GAD plan and budget	P100, 000.00		Attendance to trainings and seminars on the formulation of GAD plan and budget	P100, 000.00
	Monitoring and evaluation on the implementation of GAD plan and budget	P50,000.00		Monitoring and evaluation on the implementation of GAD plan and budget	P50,000.00		Monitoring and evaluation on the implementation of GAD plan and budget	P50,000.00
	Attendance to trainings and seminars on the conduct of GAD analysis and use of GAD analysis tools	P50, 000.00		Attendance to trainings and seminars on the conduct of GAD analysis and use of GAD analysis tools	P50, 000.00		Attendance to trainings and seminars on the conduct of GAD analysis and use of GAD analysis tools	P50, 000.00
	Conduct of training needs analysis for GFPS members	P30,000.00		Conduct of training needs analysis for GFPS members	P30,000.00		Conduct of training needs analysis for GFPS members	P30,000.00

YEAR 5			YEAR 6		
TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET
100% of GFPS members trained in gender mainstreaming	Attendance to trainings and seminars on GAD, SDD, gender statistics and gender mainstreaming	P100,000.00	100% of GFPS members trained in gender mainstreaming	Attendance to trainings and seminars on GAD, SDD, gender statistics and gender mainstreaming	P100,000.00
	Attendance to trainings and seminars on the formulation of GAD plan and budget	P100, 000.00		Attendance to trainings and seminars on the formulation of GAD plan and budget	P100, 000.00
	Monitoring and evaluation on the implementation of GAD plan and budget	P50,000.00		Monitoring and evaluation on the implementation of GAD plan and budget	P50,000.00
	Attendance to trainings and seminars on the conduct of GAD analysis and use of GAD analysis tools	P50, 000.00		Attendance to trainings and seminars on the conduct of GAD analysis and use of GAD analysis tools	P50, 000.00
	Conduct of training needs analysis for GFPS members	P30,000.00		Conduct of training needs analysis for GFPS members	P30,000.00

					YEAR 1		
GENDER ISSUE	GAD OUTCOME	INDICATOR	BASELINE	RESPONSIBLE OFFICE	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET
Enhanced student, faculty, and staff competence in designing gender-sensitive learning and working environment	Development of gender-sensitive students, faculty, and staff.	Percentage of student, faculty and staff that are gender-sensitive	7,000 students, 307 faculty and staff in all campuses of the College	All delivery unit heads, section heads and unit heads	100% of faculty and staff are gender-sensitive	Conduct of gender-sensitive training	P100,000.00

YEAR 2			YEAR 3			YEAR 4		
TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET
100% of faculty and staff are gender-sensitive	Conduct of gender-sensitive training	P100,000.00	100% of faculty and staff are gender-sensitive	Conduct of gender-sensitive training	P100,000.00	100% of faculty and staff are gender-sensitive	Conduct of gender-sensitive training	P100,000.00

YEAR 5			YEAR 6		
TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET
100% of faculty and staff are gender-sensitive	Conduct of gender-sensitive training	P100,000.00	100% of faculty and staff are gender-sensitive	Conduct of gender-sensitive training	P100,000.00

					YEAR 1		
GENDER ISSUE	GAD OUTCOME	INDICATOR	BASELINE	RESPONSIBLE OFFICE	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET
Inadequate awareness of the students, faculty and staff on Magna Carta for Women, Anti-Sexual Harassment, Anti-Violence Against Women and Children Law, and Safe Spaces Act	Increase awareness of the student, faculty and staff.	Percentage of student, faculty and staff are given proper awareness about Magna Carta for Women, Anti-Sexual Harassment, Violence Against Women and Children Law, and Safe Spaces Act	7,000 students, 307 faculty and staff in all campuses of the College	Office of the Chief for Administration and Finance, Human Resource Management Section, Office of the Branch Directors, OSAS	100% of student, faculty, and staff are given proper awareness	Conduct of training and awareness seminars for Magna Carta for Women, Anti-Sexual Harassment, Violence Against Women and Children Law, and Safe Spaces Act	P100,000.00

YEAR 2			YEAR 3			YEAR 4		
TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET
100% of student, faculty, and staff are given proper awareness	Conduct of training and awareness seminars for Magna Carta for Women, Anti-Sexual Harassment, Violence Against Women and Children Law, and Safe Spaces Act	P100,000.00	100% of student, faculty, and staff are given proper awareness	Conduct of training and awareness seminars for Magna Carta for Women, Anti-Sexual Harassment, Violence Against Women and Children Law, and Safe Spaces Act	P100,000.00	100% of student, faculty, and staff are given proper awareness	Conduct of training and awareness seminars for Magna Carta for Women, Anti-Sexual Harassment, Violence Against Women and Children Law, and Safe Spaces Act	P100,000.00

YEAR 5			YEAR 6		
TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET
100% of student, faculty, and staff are given proper awareness	Conduct of training and awareness seminars for Magna Carta for Women, Anti-Sexual Harassment, Violence Against Women and Children Law, and Safe Spaces Act	P100,000.00	100% of student, faculty, and staff are given proper awareness	Conduct of training and awareness seminars for Magna Carta for Women, Anti-Sexual Harassment, Violence Against Women and Children Law, and Safe Spaces Act	P100,000.00

					YEAR 1		
GENDER ISSUE	GAD OUTCOME	INDICATOR	BASELINE	RESPONSIBLE OFFICE	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET
Lack of awareness of internal and external clients of the GAD efforts of the College	GAD efforts of the College are visible to the clients of the College	Number of GAD corner established Number of Website with GAD section Number of IEC/manual for GAD produced	None	Office of the College President, Office of the Chief for Administration and Finance, Office of the Branch Directors	GAD corner in the four campuses of the College GAD section is integrated in the website of the four campuses of the College GAD IEC/manual are produced	Establishment of GAD corner Integration of GAD section in the website of the four campuses of the College Reproduction of IEC/manual for GAD	P100,000.00 P50,000.00 P50,000.00

YEAR 2			YEAR 3			YEAR 4		
TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET
GAD corner in the four campuses of the College GAD section is integrated in the website of the four campuses of the College GAD IEC/manual are produced	Maintenance of the GAD corner Updating of the GAD section in the website Reproduction of IEC/manual for GAD	P100,000.00 P50,000.00 P50,000.00	GAD corner in the four campuses of the College GAD section is integrated in the website of the four campuses of the College GAD IEC/manual are produced	Maintenance of the GAD corner Updating of the GAD section in the website Reproduction of IEC/manual for GAD	P100,000.00 P50,000.00 P50,000.00	GAD corner in the four campuses of the College GAD section is integrated in the website of the four campuses of the College GAD IEC/manual are produced	Maintenance of the GAD corner Updating of the GAD section in the website Reproduction of IEC/manual for GAD	P100,000.00 P50,000.00 P50,000.00

YEAR 5			YEAR 6		
TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET
GAD corner in the four campuses of the College GAD section is integrated in the website of the four campuses of the College GAD IEC/manual are produced	Maintenance of the GAD corner Updating of the GAD section in the website Reproduction of IEC/manual for GAD	P40,000.00 P40,000.00 P10,000.00	GAD corner in the four campuses of the College GAD section is integrated in the website of the four campuses of the College GAD IEC/manual are produced	Maintenance of the GAD corner Updating of the GAD section in the website Reproduction of IEC/manual for GAD	P40,000.00 P40,000.00 P10,000.00

					YEAR 1		
GENDER ISSUE	GAD OUTCOME	INDICATOR	BASELINE	RESPONSIBLE OFFICE	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET
Lack of awareness of internal and external clients of the GAD efforts of the College	GAD efforts of the College are visible to the clients of the College	Number of survey and consultation conducted	None	Office of the College President, Office of the Chief for Administration and Finance, Office of the Branch Directors	Gender needs/issues of the clients are addressed	Conduct of survey and consultation	P100,000.00

YEAR 2			YEAR 3			YEAR 4		
TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET
Gender needs/issues of the clients are addressed	Conduct of survey and consultation	P100,000.00	Gender needs/issues of the clients are addressed	Conduct of survey and consultation	P100,000.00	Gender needs/issues of the clients are addressed	Conduct of survey and consultation	P100,000.00

YEAR 5			YEAR 6		
TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET
Gender needs/issues of the clients are addressed	Conduct of survey and consultation	P100,000.00	Gender needs/issues of the clients are addressed	Conduct of survey and consultation	P100,000.00

					YEAR 1		
GENDER ISSUE	GAD OUTCOME	INDICATOR	BASELINE	RESPONSIBLE OFFICE	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET
Lack of internal GAD expert	Develop expert in the field of GAD	Number of internal GAD expert	None	Office of the College President, Office of the Chief for Administration and Finance	At least one GAD internal expert	Attendance to trainings and seminars for GAD expert	P50,000.00

YEAR 2			YEAR 3			YEAR 4		
TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET
At least two GAD internal expert	Attendance to trainings and seminars for GAD expert	P50,000.00	At least three GAD internal expert	Attendance to trainings and seminars for GAD expert	P50,000.00	At least four GAD internal expert	Attendance to trainings and seminars for GAD expert	P50,000.00

YEAR 5			YEAR 6		
TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET
At least five GAD internal expert	Attendance to trainings and seminars for GAD expert	P50,000.00	At least five GAD internal expert	Attendance to trainings and seminars for GAD expert	P50,000.00

					YEAR 1		
GENDER ISSUE	GAD OUTCOME	INDICATOR	BASELINE	RESPONSIBLE OFFICE	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET
Absence of GAD knowledge management system	Establishment of GAD knowledge management system	Number of GAD knowledge management system	None	Office of the College President, Office of the Chief for Administration and Finance	One GAD knowledge management system	Establishment of GAD knowledge management system	P50,000.00

YEAR 2			YEAR 3			YEAR 4		
TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET
Update of the GAD knowledge management system	Updating of GAD knowledge management system	P50,000.00	Update of the GAD knowledge management system	Updating of GAD knowledge management system	P50,000.00	Update of the GAD knowledge management system	Updating of GAD knowledge management system	P50,000.00

YEAR 5			YEAR 6		
TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET
Update of the GAD knowledge management system	Updating of GAD knowledge management system	P50,000.00	Update and evaluate of the GAD knowledge management system	Updating and evaluating of GAD knowledge management system	P50,000.00

					YEAR 1		
GENDER ISSUE	GAD OUTCOME	INDICATOR	BASELINE	RESPONSIBLE OFFICE	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET
Lack of internal GAD trainers	Develop expert in the field of GAD	Number of internal GAD trainers	None	Office of the College President, Office of the Chief for Administration and Finance	2 internal GAD trainers are trained	Attendance to trainings and seminars for GAD trainers	P50,000.00

YEAR 2			YEAR 3			YEAR 4		
TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET
4 internal GAD trainers are trained	Attendance to trainings and seminars for GAD trainers	P50,000.00	6 internal GAD trainers are trained	Attendance to trainings and seminars for GAD trainers	P50,000.00	8 internal GAD trainers are trained	Attendance to trainings and seminars for GAD trainers	P50,000.00

YEAR 5			YEAR 6		
TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET
10 internal GAD trainers are trained	Attendance to trainings and seminars for GAD trainers	P50,000.00	12 internal GAD trainers are trained	Attendance to trainings and seminars for GAD trainers	P50,000.00

GAD GOAL NO. 4	Organization of support group for GAD related assistance intervention and activities				YEAR 1		
GENDER ISSUE	GAD OUTCOME	INDICATOR	BASELINE	RESPONSIBLE OFFICE	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET
Lack of support group for GAD relaated assistance	Establishment of GAD support groups	Percentage of attendance to trainings and seminars	Existing support groups such as WAGI and the Men, Women, and LGBTQ group for faculty members	Office of the College President, Office of the Chief for Administration and Finance	100% of members undergone trainings and seminars	Attendance to trainings and seminars	P50,000.00

YEAR 2			YEAR 3			YEAR 4		
TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET
100% of members undergone trainings and seminars	Attendance to trainings and seminars	P50,000.00	100% of members undergone trainings and seminars	Attendance to trainings and seminars	P50,000.00	100% of members undergone trainings and seminars	Attendance to trainings and seminars	P50,000.00

YEAR 5			YEAR 6		
TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET
100% of members undergone trainings and seminars	Attendance to trainings and seminars	P50,000.00	100% of members undergone trainings and seminars	Attendance to trainings and seminars	P50,000.00

					YEAR 1		
GENDER ISSUE	GAD OUTCOME	INDICATOR	BASELINE	RESPONSIBLE OFFICE	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET
Lack of support group for GAD relaated assistance	Establishment of GAD support groups for solo parents, IP, PWD, and Senior Citizens	Percentage of attendance to trainings and seminars	None	Office of the College President, Office of the Chief for Administration and Finance	4 groups are organized for solo parents, IP, PWD, and Senior Citizens	Organization of support groups for solo parents, IP, PWD, and Senior Citizens	P50,000.00

YEAR 2			YEAR 3			YEAR 4		
TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET
100% of members undergone trainings and seminars	Attendance to trainings and seminars	P50,000.00	100% of members undergone trainings and seminars	Attendance to trainings and seminars	P50,000.00	100% of members undergone trainings and seminars	Attendance to trainings and seminars	P50,000.00

YEAR 5			YEAR 6		
TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET
100% of members undergone trainings and seminars	Attendance to trainings and seminars	P50,000.00	100% of members undergone trainings and seminars	Attendance to trainings and seminars	P50,000.00

GAD GOAL NO. 5	Strengthen the Committee on Decorum and Investigation (CODI)						
GENDER ISSUE/ GAD MANDATE	GAD OUTCOME/ RESULT STATEMENT	INDICATOR	BASELINE	RESPONSIBLE UNIT/ OFFICE	YEAR 1		
					TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET
Lack/inadequate knowledge and experience in handling gender related cases	Capicitate the CODI in dealing with gender related cases that might occur in the College	Percentage of CODI members undergone trainings and seminars	27 members of CODI	CODI	100% of CODI members undergone trainings and seminars	Attendance to trainings and seminars	P150,000.00

YEAR 2			YEAR 3			YEAR 4		
TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET
100% of CODI members undergone trainings and seminars	Attendance to trainings and seminars	P150,000.00	100% of CODI members undergone trainings and seminars	Attendance to trainings and seminars	P150,000.00	100% of CODI members undergone trainings and seminars	Attendance to trainings and seminars	P150,000.00

YEAR 5			YEAR 6		
TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET
100% of CODI members undergone trainings and seminars	Attendance to trainings and seminars	P150,000.00	100% of CODI members undergone trainings and seminars	Attendance to trainings and seminars	P150,000.00

GAD GOAL NO. 6	Establishment of sustainable partnership and linkages with external GAD stakeholders and advocates.						
GENDER ISSUE/ GAD MANDATE	GAD OUTCOME/ RESULT STATEMENT	INDICATOR	BASELINE	RESPONSIBLE UNIT/ OFFICE	YEAR 1		
					TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET
Lack partnership with GAD stakeholders	Identify the GAD stakeholders within the province for potential partnership.	Number of Municipalities undergone stakeholder scanning		GAD Focal persons, R & D Division	2 municipalities were scanned: Compostela, Maragusan	Conduct an external stakeholder scanning within the province	P50,000.00
	Conduct Stakeholders consulatation to stengthen the GAD policy and PAPs.	Number of Stakeholders consultation conducted	Target and Identified Partners	GAD unit, ESD	1 Stakeholder Consultation Conducted	Virtual Stakeholder Consulation	P50,000.00
	Forge partnership with the identified GAD Stakeholders	Number of Forge MOA/MOU with GAD Stakeholders for partnership	Target and Identified Partners	GAD, ESD	At least 1 partner with MOA/MOU	Partnership with LGU, CHED and PCW for strengthening GAD mainstreaming	P150,000.00

YEAR 2			YEAR 3			YEAR 4		
TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET
Additional 2 municipalities were scanned: New Bataan, Montevista	Conduct an external stakeholder scanning within the province	P50,000.00						
1 Stakeholder Consultation Conducted	Stakeholder Consultation	P50,000.00	1 Stakeholder Consultation Conducted	Stakeholder Consultation	3,000.00	1 Stakeholder Consultation Conducted	Stakeholder Consultation	P50,000.00
At least 1 active partnership with MOA/MOU	Partnership with LGU, CHED and PCW for strengthening GAD mainstreaming	P150,000.00	At least 1 active partnership with MOA/MOU	Partnership with LGU, CHED and PCW for strengthening GAD mainstreaming	P150,000.00	At least 2 partners with MOA/MOU	Partnership with LGU, CHED and PCW for strengthening GAD mainstreaming	P150,000.00

YEAR 5			YEAR 6		
TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET
1 Stakeholder Consultation Conducted	Stakeholder Consultation	P50,000.00	1 Stakeholder Consultation Conducted	Stakeholder Consultation	P50,000.00
At least 2 active partnerships with MOA/MOU	Partnership with LGU, CHED and PCW for strengthening GAD mainstreaming	P150,000.00	At least 2 active partnerships with MOA/MOU	Partnership with LGU, CHED and PCW for strengthening GAD mainstreaming	P150,000.00

GENDER ISSUE/ GAD MANDATE	GAD OUTCOME/ RESULT STATEMENT	INDICATOR	BASELINE	RESPONSIBLE UNIT/ OFFICE	YEAR 1		
					TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET
Absence of GAD mainstreaming consortium in the province	Create a provincial wide consortium for efficient and effective mainstreaming of GAD related concerns and issues	Creation of Davao De Oro GAD Mainstreaming Consortium (DDOGMC)	Target and Identified Partners	GAD, information unit	-	-	-

YEAR 2			YEAR 3			YEAR 4		
TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET
Conduct an Inception meeting with Partners	Communication and Planning activity	P50,000.00	Conduct a commitment and organization planning with partners	organizational planning and commitment activity	P50,000.00	1 MOA forge for the creation of DDOGMC	Consortium Membership launching and MOA signing	P50,000.00

YEAR 5			YEAR 6		
TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET
1 activity conducted adhered to the vision of the DDOGMC	Conduct of GAD related concern and actvity	P50,000.00	1 activity conducted adhered to the vision of the DDOGMC	Conduct of GAD related concern and actvity	P50,000.00

GENDER ISSUE/ GAD MANDATE	GAD OUTCOME/ RESULT STATEMENT	INDICATOR	BASELINE	RESPONSIBLE UNIT/ OFFICE	YEAR 1		
					TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET
Lack of GAD Mainstreaming to the populace/community	Strengthen the Gender Responsive Extension Program (GREP) of the College	Number of social awareness conducted on Gender related concern and issues		GAD, ESD	At least 2 activities conducted	Training and Seminars on Gender related concern and issues	P50,000.00
		Integrate a gender fair approach on the extension program implementation	Approved Extension Proposal	GAD, ESD	Monitored all the implemented and evaluate all the completed	monitoring and evaluation on the gender fair approach on the extension progam implementation	P50,000.00
	Strengthen the Gender Responsive Research Program (GREP) of the College	Integrate a gender fair approach on the research progam implementation	Approved Research Proposal	GAD, RD Division	Monitored all the implemented and evaluate all the completed	monitoring and evaluation on the gender fair approach on the research PAPs implementation	P50,000.00

YEAR 2			YEAR 3			YEAR 4		
TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET
At least 2 activities conducted	Training and Seminars on Gender related concern and issues	P50,000.00	At least 2 activities conducted	Training and Seminars on Gender related concern and issues	P50,000.00	At least 2 activities conducted	Training and Seminars on Gender related concern and issues	P50,000.00
Monitored all the implemented and evaluate all the completed	monitoring and evaluation on the gender fair approach on the extension program implementation	P50,000.00	Monitored all the implemented and evaluate all the completed	monitoring and evaluation on the gender fair approach on the extension program implementation	P50,000.00	Monitored all the implemented and evaluate all the completed	monitoring and evaluation on the gender fair approach on the extension program implementation	P50,000.00

Monitored all the implemented and evaluate all the completed	monitoring and evaluation on the gender fair approach on the research PAPs implementation	P50,000.00	Monitored all the implemented and evaluate all the completed	monitoring and evaluation on the gender fair approach on the research PAPs implementation	P50,000.00	Monitored all the implemented and evaluate all the completed	monitoring and evaluation on the gender fair approach on the research PAPs implementation	P50,000.00

YEAR 5			YEAR 6		
TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET
At least 2 activities conducted	Training and Seminars on Gender related concern and issues	P50,000.00	At least 2 activities conducted	Training and Seminars on Gender related concern and issues	P50,000.00
Monitored all the implemented and evaluate all the completed	monitoring and evaluation on the gender fair approach on the extension progam implementation	P50,000.00	Monitored all the implemented and evaluate all the completed	monitoring and evaluation on the gender fair approach on the extension progam implementation	P50,000.00
Monitored all the implemented and evaluate all the completed	monitoring and evaluation on the gender fair approach on the research PAPs implementation	P50,000.00	Monitored all the implemented and evaluate all the completed	monitoring and evaluation on the gender fair approach on the research PAPs implementation	P50,000.00

GAD GOAL NO. 7	Provision of GAD compliant facilities.				YEAR 1		
GENDER ISSUE	GAD OUTCOME	INDICATOR	BASELINE	RESPONSIBLE OFFICE	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET
Inadequate physical facilities that will cater the needs of both women and men stakeholders in terms of administration and governance, student services, instruction, research, extension and production	Sufficient physical facilities will be provided that are gender-friendly that will benefit both women and men stakeholders	Number of campuses with child- minding center	None	Office of the College President, Office of the Chief for Administration and Finance	One campus of the College has established child-minding center	Propose budget for the establishment of child-minding center Establishment of child-minding center Issuance of policy of the establishment and utilization of the child-minding center	P100,000.00
	Sufficient physical facilities will be provided that are gender-friendly that will benefit both women and men stakeholders	Number of campuses with lactation room	Main and New Bataan Campus located at the Clinic	Office of the College President, Office of the Chief for Administration and Finance	One campus of the College has established lactation room	Propose budget for the establishment of lactation room Establishment of lactation room Issuance of policies of the establishment and utilization of the lactation room	P100,000.00
	Sufficient physical facilities will be provided that are gender-friendly that will benefit both women and men stakeholders	Number of campuses with women's desk	None	Office of the College President, Office of the Chief for Administration and Finance	One campus of the College has established women's desk	Propose budget for the establishment of women's desk Establishment of women's desk Issuance of policies for the establishment and utilization of women's desk	P300,000.00

	Sufficient physical facilities that are gender-friendly that will benefit both women and men stakeholders	Percetage of campuses with GAD Resource Center	None	Office of the College President, Office of the Chief for Administration and Finance	One campus of the College has GAD Resource Center	Propose budget for the establishment of GAD Resource Center Establishment of GAD Resource Center Issuance of policies in the establishment and utilization of GAD Resource Center Establish linkages to external partners Conduct of research related to gender and development Attendance to trainings and seminars of GAD personnel Conduct of GAD Analysis Dissemination of GAD related materials Adopting the GREAT Women Project in partnership with the Extension Division Evaluation of the GAD Resource Center	P500,000.00

YEAR 2			YEAR 3			YEAR 4		
TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET
Two campuses of the College have established child-minding center	Propose budget for the establishment of child-minding center Establishment of child-minding center Issuance of policy of the establishment and utilization of the child-minding center	P100,000.00	Three campuses of the College have established child-minding center	Propose budget for the establishment of child-minding center Establishment of child-minding center Issuance of policy of the establishment and utilization of the child-minding center	P100,000.00	Four campuses of the College have established child-minding center	Propose budget for the establishment of child-minding center Establishment of child-minding center Issuance of policy of the establishment and utilization of the child-minding center	P150,000.00

				Evaluation of the child-minding center				
Two campuses of the College have established lactation room	Propose budget for the establishment of lactation room Establishment of lactation room Issuance of policies of the establishment and utilization of the lactation room	P100,000.00	Three campuses of the College have established lactation room	Propose budget for the establishment of lactation room Establishment of lactation room Issuance of policies of the establishment and utilization of the lactation room Evaluation of the lactation room	P100,000.00	Four campuses and one external campus of the College have established lactation room	Propose budget for the establishment of lactation room Establishment of lactation room Issuance of policies of the establishment and utilization of the lactation room	P200,000.00
Two campuses of the College have established women's desk	Propose budget for the establishment of women's desk Establishment of women's desk Issuance of policies for the establishment and utilization of women's desk	P300,000.00	Three campuses of the College have established women's desk	Propose budget for the establishment of women's desk Establishment of women's desk Issuance of policies for the establishment and utilization of women's desk Evaluation of the women's desk	P300,000.00	Four campuses and one external campus of the College have established women's desk	Propose budget for the establishment of women's desk Establishment of women's desk Issuance of policies for the establishment and utilization of women's desk	P500,000.00

Two campuses of the College have GAD Resource Center	Propose budget for the establishment of GAD Resource Center Establishment of GAD Resource Center Issuance of policies in the establishment and utilization of GAD Resource Center Establish linkages to external partners Conduct of research related to gender and development Attendance to trainings and seminars of GAD personnel Conduct of GAD Analysis Dissemination of GAD related materials Adopting the GREAT Women Project in partnership with the Extension Division Evaluation of the GAD Resource Center	P500,000.00	Three campuses of the College have GAD Resource Center	Propose budget for the establishment of GAD Resource Center Establishment of GAD Resource Center Issuance of policies in the establishment and utilization of GAD Resource Center Establish linkages to external partners Conduct of research related to gender and development Attendance to trainings and seminars of GAD personnel Conduct of GAD Analysis Dissemination of GAD related materials Adopting the GREAT Women Project in partnership with the Extension Division Evaluation of the GAD Resource Center	P500,000.00	Four campuses and one extension campus of the College have GAD Resource Center	Propose budget for the establishment of GAD Resource Center Establishment of GAD Resource Center Issuance of policies in the establishment and utilization of GAD Resource Center Establish linkages to external partners Conduct of research related to gender and development Attendance to trainings and seminars of GAD personnel Conduct of GAD Analysis Dissemination of GAD related materials Adopting the GREAT Women Project in partnership with the Extension Division Evaluation of the GAD Resource Center	P700,000.00

YEAR 5			YEAR 6		
TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM / PROJECT / ACTIVITY	ESTIMATED BUDGET
One external campus of the College have established child-minding center	Propose budget for the establishment of child-minding center Establishment of child-minding center Issuance of policy of the establishment and utilization of the child-minding center	P150,000.00	Evaluation of child-minding center	Evaluate the child-minding center established from year 4-5.	P50,000.00
One external campus of the College have established lactation room	Propose budget for the establishment of lactation room Establishment of lactation room Issuance of policies of the establishment and utilization of the lactation room	P150,000.00	Evaluation of lactation room	Evaluate the lactation room established from year 4-5.	P50,000.00
One external campus of the College have established women's desk	Propose budget for the establishment of women's desk Establishment of women's desk Issuance of policies for the establishment and utilization of women's desk	P150,000.00	Evaluation of women's desk	Evaluate the women's desk established from year 4-5.	P50,000.00

One external campus of the College have established GAD Resource Center	Propose budget for the establishment of GAD Resource Center Establishment of GAD Resource Center Issuance of policies in the establishment and utilization of GAD Resource Center Establish linkages to external partners Conduct of research related to gender and development Attendance to trainings and seminars of GAD personnel Conduct of GAD Analysis Dissemination of GAD related materials Adopting the GREAT Women Project in partnership with the Extension Division Evaluation of the GAD Resource Center	P500,000.00	Evaluation of GAD Resource Center	Propose budget for the establishment of GAD Resource Center Establishment of GAD Resource Center Issuance of policies in the establishment and utilization of GAD Resource Center Establish linkages to external partners Conduct of research related to gender and development Attendance to trainings and seminars of GAD personnel Conduct of GAD Analysis Dissemination of GAD related materials Adopting the GREAT Women Project in partnership with the Extension Division Evaluation of the GAD Resource Center	P100,000.00

Institutional Policy on Anti-Sexual Harassment of DdOSC

(Administrative Order No. 0825-01, Series of 2022)

Republic of the Philippines
DAVAO DE ORO STATE COLLEGE
Compostela, Davao de Oro
www.ddosc.edu.ph | president@ddosc.edu.ph
Contact No.: 0929-169-5328

OFFICE OF THE COLLEGE PRESIDENT

VISION

A proactive academic pillar of development in the ASEAN Region.

MISSION

DDOSC shall provide golden opportunities to its stakeholders toward producing globally competent graduates, relevant and responsive research, extension, and production services anchored on good governance.

GOALS

- Quality Instruction
- Relevant and Responsive Research, Extension and Production Services
- Effective and Efficient Resource Management

ADMINISTRATIVE ORDER NO. 0825-01
Series of 2022

"REITERATION OF THE INSTITUTIONAL POLICY ON ANTI-SEXUAL HARASSMENT OF DAVAO DE ORO STATE COLLEGE"

With reference to the issuance of the Civil Service Commission (CSC) Memorandum Circular No. 11, series of 2021, the herein institutional policy on Anti-sexual Harassment is hereby reiterated with amendments incorporating the new issuance of CSC thereof.

The Davao de Oro State College upholds the dignity of all men and women in the academic community and thus endeavors to promote a just, humane, and equal treatment among its faculty, staff, and students as it condemns all forms and acts of gender-based violence and discrimination and any related retaliation.

Zero Tolerance Policy against any form of gender-based sexual violence and discrimination shall be imposed with corresponding disciplinary sanctions commensurate to the severity of the infractions including termination or dismissal when warranted.

By virtue of the powers vested to the College President of Davao de Oro State College and pursuant to Republic Act No. 11313 or *"AN ACT DEFINING GENDER-BASED SEXUAL HARASSMENT IN STREETS, PUBLIC SPACES, ONLINE, WORKPLACES, AND EDUCATIONAL OR TRAINING INSTITUTIONS, PROVIDING PROTECTIVE MEASURES AND PRESCRIBING PENALTIES THEREFORE"*, otherwise known as the *"SAFE SPACES ACT"*, and its Implementing Rules and Regulations, this Anti-Sexual Harassment Policy is hereby established.

Section 1. OBJECTIVES

This document thereby asserts DDOSC's commitment to prevent gender-based sexual harassment and ensures that all its officials, faculty, staff, and students have a safe learning and working environment that is free from all manner of harassment and intimidation. It shall serve as guide for all members of the academic community in observing high standard of conduct with due regard to the College's values and proper decorum expected from each member. It shall provide procedural rules in addressing gender-based sexual harassment and online sexual harassment in conformance to the provisions required in the law and its rules.

Section 2. SCOPE

This policy applies to all members of the Davao de Oro State College academic community particularly in its main campus in Compostela and branches in Maragusan, Montevista, and New Bataan, all in Davao de Oro province.

Section 3. DEFINITION OF SEXUAL HARASSMENT AND GENDER-BASED ONLINE SEXUAL HARASSMENT

OFFICE OF THE COLLEGE PRESIDENT

VISION

A proactive academic pillar of development in the ASEAN Region.

MISSION

DDOSC shall provide golden opportunities to its stakeholders toward producing globally competent graduates, relevant and responsive research, extension, and production services anchored on good governance.

GOALS

- Quality Instruction
- Relevant and Responsive Research, Extension and Production Services
- Effective and Efficient Resource Management

The College adopts the definition of Gender-Based Sexual Harassment and Gender-Based Online Sexual Harassment of Republic Act No. 11313 or the "Safe Spaces Act".

3.1 GENDER-BASED SEXUAL HARASSMENT

a. An act or series of acts involving any unwelcome sexual advances, requests, or demand for sexual favors or any act of sexual nature, whether done verbally, physically, or through the use of technology such as text messaging or electronic mail or through any other forms of information and communications systems, that has or could have a detrimental effect on the conditions of an individual's employment or education, job performance or opportunities;

b. A conduct of sexual nature and other conduct based on sex affecting the dignity of a person, which is unwelcome, unreasonable, and offensive to the recipient, whether done verbally, physically, or through the use of technology such as text messaging or electronic mail, or through any other forms of information and communication systems; and

c. A conduct that is unwelcome and pervasive and creates an intimidating, hostile, or humiliating environment for the recipient.

“Sexual harassment in the workplace may also be committed by a government employee or official in a work-related, training or education related environment of the person complained of, against any person regardless of the motive for committing such action or remarks, between peers, and by a subordinate to a superior officer.

SEXUAL HARASSMENT IN STREETS AND PUBLIC SPACES is committed through any unwanted and uninvited sexual actions or remarks against any person regardless of the motive for committing such action or remarks.

Sexual harassment in streets and public spaces includes catcalling, wolf-whistling, unwanted invitations, misogynistic, transphobic and sexists slurs, persistent uninvited comments or gestures on a person’s appearances, relentless request for personal details, statement of sexual comments and suggestions, public masturbation or flashing of private parts, groping, or any advances, whether verbal of physical, that is unwanted and has threatened one’s sense of personal space and physical safety, and committed in public spaces as alleys, roads, sidewalks and parks. Acts constitutive of sexual harassment in streets and public spaces are those performed in buildings, schools, churches, restaurants, malls, public washrooms, bars, internet shops, public markets, transportation terminals or public utility vehicles.”

3.2 GENDER-BASED ONLINE SEXUAL HARASSMENT

This refers to the use of information and communication technology in targeting or terrorizing and intimidating victims through physical, psychological, and emotional threats, unwanted sexual misogynistic, transphobic, homophobic and sexist remarks and comments online whether publicly or through direct and private messages, invasion of

OFFICE OF THE COLLEGE PRESIDENT

VISION

A proactive academic pillar of development in the ASEAN Region.

MISSION

DDOSC shall provide golden opportunities to its stakeholders toward producing globally competent graduates, relevant and responsive research, extension, and production services anchored on good governance.

GOALS

• Quality Instruction

• Relevant and Responsive Research, Extension and Production Services

• Effective and Efficient Resource Management

victim's privacy through cyberstalking and incessant messaging, uploading and sharing without the consent of the victim, any form of media that contains photos, voice, or video with sexual content, any unauthorized recording and sharing of any of the victim's photos, videos, or any information online, impersonating identities of victims online or posting lies about the victims to harm their reputation, or filing false abuse reports to online platforms to silence victims.

Section 4. DEFINITION OF RETALIATION

Retaliation includes any act, such as threats, intimidation, and/or any hostile act related to employment decisions, that would keep a person to file a complaint of sexual harassment or from supporting a complaint or from serving as witness in an investigation.

Section 5. GENERAL GUIDELINES

Any and all acts of Gender-Based Sexual Harassment and any related retaliation is prohibited in all campuses of the College. The College will not tolerate any form of sexual harassment or retaliation against any victim or witness to a sexual harassment. Any person under the scope of this Policy who engages or participates in any of the above acts will be subjected to disciplinary action which may include dismissal.

Persons who commit acts which direct or induce another to commit sexual harassment or acts that show cooperation which without said cooperation, the sexual harassment would not have been committed will also be in violation of this Policy and be subject to disciplinary action, while retaliation in any form against persons directly or indirectly involved in any incident report or case involving GBSH, shall be ground for disciplinary action.

Section 6. SPECIFIC GUIDELINES

The College shall undertake the following measures to prevent GBSH and online sexual harassment and at the same time encourage that any such behavior be reported for proper investigation:

a. Maintain an enabling, gender-fair, safe, and healthy learning and working environment for all its stakeholders;
b. Provide relevant information through forum/orientation of the law, age-appropriate training on gender sensitivity and gender-based violence, including sexual harassment and other Gender and Development related topics to all stakeholders;
c. Create an internal mechanism to investigate and address complaints of GBHS;
d. Designate an office or a person to receive complaints of gender-based sexual harassment; and
e. Set administrative penalties/sanctions in accordance with the law.

Section 7. DECORUM OF TEACHING AND NON-TEACHING PERSONNEL

All teaching and non-teaching staff irrespective of employment status are expected to:

OFFICE OF THE COLLEGE PRESIDENT

a. Observe high standards of conduct and are required to perform their duties and responsibilities in a manner that prevents and discourages sexual harassment in the academic institution;
b. Treat everyone with respect and dignity, without discrimination against or preference for anyone on the basis of age, gender, sexual orientation, race, ethnicity, national origin, religion, disability, status, or other circumstances and conditions;
c. Handle relationships with colleagues, students, parents, and other stakeholders on a professional level;
d. Avoid dating or asking for a date with, engaging in amorous or sexual activities or relationships with, or engaging in any activity designed to encourage or which does encourage an amorous or sexual relationship with any students or other individual within the College for whom they have or are scheduled to have a responsibility for assessing, supervising, advising, mentoring, training, counseling, selecting or providing administrative support; and
e. Be cautious in the use of social media and messaging and call applications, especially when used to interact or communicate with students and co-employees.

Section 8. DECORUM OF STUDENTS

All students are expected to:

a. Treat everyone in the academic community with respect and dignity irrespective of age, gender, sexual orientation, race, ethnicity, national origin, religion, disability, status, or other circumstances and conditions;
b. Maintain harmonious and healthy relationships with faculty, staff, and other students and conduct themselves in a proper and impeccable manner in their dealings and relationships with others;
c. Conduct themselves in a manner that promote their continuing development as students along with peers, instructors, trainers, and coaches.

Section 9. ROLES AND RESPONSIBILITIES

9.1 RESPONSIBILITY OF EVERYONE TO REPORT

A person who believes that he/she has experienced or witnessed any behavior that may constitute a form of sexual harassment or any related retaliation is encouraged to report said behavior to the designated Officer In-charge to receive complaints for proper endorsement to the Committee on Decorum and Investigation (CODI).

Reports of sexual harassment or any retaliation must be in writing. Everyone is encouraged to make use of the Complaint Form attached as Annex A when reporting a sexual harassment or a related retaliation.

9.2 RESPONSIBILITIES OF THE HEAD OF OFFICE/DIVISION/SECTION/UNIT

If a head of office/division/section/unit receives a report of sexual harassment or any related retaliation or witnesses the same, he/she is required to report said suspected

OFFICE OF THE COLLEGE PRESIDENT

VISION

A proactive academic pillar of development in the ASEAN Region.

MISSION

DDOSC shall provide golden opportunities to its stakeholders toward producing globally competent graduates, relevant and responsive research, extension, and production services anchored on good governance.

GOALS

• Quality Instruction

• Relevant and Responsive Research, Extension and Production Services

• Effective and Efficient Resource Management

sexual harassment or retaliation to the Committee on Decorum and Investigation (CODI) through the designated Officer In-Charge. If the employee had made a verbal report to his/her immediate supervisor, the concerned supervisor must encourage the employee to make a written report following the provided template.

Any head of office/division/section/unit who fails to report any suspected case of sexual harassment or retaliation or knowingly allows the same to continue shall likewise be subject to disciplinary action.

9.3 DUTIES AND LIABILITIES OF THE COLLEGE PRESIDENT
The College President shall have the duty to prevent and deter the occurrence of sexual harassment cases, as well as ensure that necessary action be taken on complaint filed with the CODI. To this extent, the College President shall perform the following through his/her constituents:

9.3.1 Disseminate or post in a conspicuous place a copy of the law and this rule to all persons in the workplace, which shall include the following:

a. Send copies of the law and its rules through official notices or means of communications to heads of different departments, bureaus, offices, units or such subdivisions in a workplace for proper information of their members.
b. Post a copy of the law and its rules online or in the official website of the workplace.
c. Conduct orientations on the law and its rules and providing its employees with copies in print or electronic form as well as preparing information materials such as primers, frequently asked questions and the like.

9.3.2 Provide measures to prevent sexual harassment in the workplace, such as the conduct of anti-sexual harassment seminars, which shall be provided to all employees, regardless of rank and status.

Trainings on gender sensitivity, orientations on gender-based violence, and other relevant topics may also be conducted, in addition to the conduct of anti-sexual harassment seminars. Such trainings and orientations, when conducted, should form part of their staff development and basic knowledge of employees.

Trainings to further capacitate and increase the awareness of CODI members on preventing sexual harassment and proper case handling shall also be considered.

Furthermore, the College shall adopt mechanisms to provide assistance to the alleged victim of sexual harassment which may include counselling, referral to an agency offering professional help, and advice on options available before the filing of the complaint.

Section 10. THE COMMITTEE ON DECORUM AND INVESTIGATION (CODI)

The Committee on Decorum and Investigation (CODI) of the College shall investigate and resolve reports of sexual harassment and related retaliations in the academic workplace.

Republic of the Philippines
DAVAO DE ORO STATE COLLEGE
Compostela, Davao de Oro
www.ddosc.edu.ph | president@ddosc.edu.ph
Contact No.: 0929-169-5328

OFFICE OF THE COLLEGE PRESIDENT

VISION

A proactive academic pillar of development in the ASEAN Region.

MISSION

DDOSC shall provide golden opportunities to its stakeholders toward producing globally competent graduates, relevant and responsive research, extension, and production services anchored on good governance.

GOALS

- Quality Instruction
- Relevant and Responsive Research, Extension and Production Services
- Effective and Efficient Resource Management

10.1 ORGANIZATION AND COMPOSITION

The CODI as per RA 11313, otherwise known as the "Safe Spaces Act", shall be composed of:

Chairperson	-	Head or Duly Designated Official per Campus/Branch
Permanent Alternate	-	Permanent Alternate in the absence of the Chairperson
Members	-	Representative each from Instructors, Coaches, Trainers, and Students
Secretariat	-	Human Resource Management Section/Unit Head

a. A person is disqualified from being a member of the CODI if he/she has a record of involvement in a sexual harassment case either as a respondent, defendant, or accused.

b. When the complainant or the person complained of is a member of the Committee, he/she shall be disqualified from being a member thereof or the complaint may be filed directly with the Civil Service Commission or other disciplinary authorities with jurisdiction over the case.

c. The members of the CODI shall be elected by each group through a vote. After the members of the CODI have been selected, each group shall likewise vote for another representative to replace the corresponding representative in the event that said representative inhibits from a case or cannot investigate and decide on a case.

d. Members of the CODI must inhibit themselves from any part of the proceedings if they are related to either the complainant or respondent by affinity or consanguinity.

e. The CODI shall, at all times, be headed by a woman and not less than half of the membership of the CODI shall be women.

f. All members of the CODI and their substitutes, if already known, shall, if needed, undergo continuous training on gender sensitivity, gender-based violence, sexual orientation, gender identity and expression, and other gender and development topics.

g. The term of office of its members shall not be more than 2 years. However, elections may be conducted whenever a member of the CODI resigns from the College.

10.2 POWERS AND RESPONSIBILITIES

The CODI shall have the following duties and functions:

a. Receive all reports and complaints of sexual harassment and related retaliation through the Officer In-Charge, officially delegated to receive complaints;
b. Conduct investigations on reports and complaints of sexual harassment and related retaliation;

OFFICE OF THE COLLEGE PRESIDENT

VISION

A proactive academic pillar of development in the ASEAN Region.

MISSION

DDOSC shall provide golden opportunities to its stakeholders toward producing globally competent graduates, relevant and responsive research, extension, and production services anchored on good governance.

GOALS

• Quality Instruction

• Relevant and Responsive Research, Extension and Production Services

• Effective and Efficient Resource Management

c. Submit its findings and recommendations to the Office of the College President as the Disciplining Authority;
d. Promote a better understanding of this Policy and other anti-sexual harassment laws and to prevent incidents of sexual harassment by conducting training, orientations, and other activities, as may be necessary, for officers and employees; and
e. Disseminate information on sexual harassment through the Information, Education and Communication Team instituted for the purpose.
f. Ensure the protection of a complainant from retaliation without causing her/him any disadvantage, diminution of benefits or displacement, and without compromising his/her security of tenure. It shall also guarantee gender-sensitive handling of cases, and confidentiality of the identity of the parties and the proceedings to the greatest extent possible.
g. Investigate sexual harassment complaints including preliminary investigation in accordance with the prescribed procedure.
h. Within ten (10) days from the termination of the conduct of the investigation, submit a report of its findings with the corresponding recommendation to the disciplining authority for decision.
i. Guarantee confidentiality to the greatest extent possible as well as ensure that the respondent is given the opportunity to be properly notified of and respond to the charge/s and that parties are given information on the hearings and its outcomes.
j. Establish a localized CODI in the branches which shall have the same functions as stated above and shall submit the report of investigation with its recommendation directly to the disciplining authority.

10.3 CONFLICT OF INTEREST

A complainant or respondent may request that a member of the CODI to inhibit or, a member of the CODI may, on his own initiative, inhibit from the investigation and disposition of a certain case based on conflict of interest, manifest partiality, or other reasonable grounds. If a member of the CODI inhibits, said member may be replaced as provided herein.

A report filed against the College President shall be referred to the Board of Trustees for investigation and appropriate action.

Section 11. INVESTIGATION AND DISPOSITION OF COMPLAINTS

a. Upon receipt of a complaint by the CODI thru the Receiving Officer, the CODI shall convene to begin the investigation of the complaint within ten (10) days.

b. The complaint must be in writing and duly signed and sworn to by the complainant, containing the following:

a. full name and address of the complainant;
b. full name, address, and government position of the respondent;
c. brief narration of the incident;
d. evidence in support of the complaint; and
e. certification of non-forum shopping.

OFFICE OF THE COLLEGE PRESIDENT

VISION

A proactive academic pillar of development in the ASEAN Region.

MISSION

DDOSC shall provide golden opportunities to its stakeholders toward producing globally competent graduates, relevant and responsive research, extension, and production services anchored on good governance.

GOALS

- Quality Instruction
- Relevant and Responsive Research, Extension and Production Services
- Effective and Efficient Resource Management

c. If the complaint is not under oath, or does not comply with any of the stipulated requirements above, the CODI may notify the complainant within ten (10) days from receipt of summon or notice of compliance.

d. Withdrawal of the complaint maybe allowed at any stage of the proceedings without preventing the CODI to conclude its investigation and make a report of its findings and recommendation of the disciplining authority when the evidence so warrants.

e. After evaluating the complaint, the CODI shall dismiss the complaint for non-compliance of the requirement or proceed with the investigation if the complaint is sufficient in form and substance.

11.1 PREVENTIVE SUSPENSION

The CODI may make an initial determination of whether the continued presence of the respondent who is charged with sexual harassment or any related retaliation poses an imminent threat on their co-workers. If so, then the CODI may recommend to the College President that the respondent be placed on preventive suspension during the period of the investigation, which shall not be more than ten (10) days from receipt of the complaint.

A respondent under preventive suspension shall be prohibited of the following acts:

a. attending classes and or rendering work;
b. entering the campus premises;
c. using the college/campus facilities; and
d. participating activities within the campus' premises

A Temporary or Permanent Protection Order maybe issued depending on the gravity of the case as part of the corrective measures. With the Protection Order, the respondent is prohibited from:

a. threatening the complainant directly or indirectly such as harassing, discriminating or committing any acts that may damage his/her reputation;
b. staying in the office or class of the complainant if both are officemates or classmates; and
c. staying in residence or any place frequented by the complainant.

Violation thereof shall be subject to disciplinary action as recommended by the CODI to the College President.

11.2 NOTICE TO RESPONDENT

The CODI shall send a written notice to the respondent that a complaint was filed against him/her. The written notice shall include a copy of the written complaint/formal charge and a statement that the respondent has three (3) calendar days to submit an answer to the complaint against him/her. The respondent may likewise submit any evidence that they possess which may include witness statements or other pertinent documents.

OFFICE OF THE COLLEGE PRESIDENT

VISION

A proactive academic pillar of development in the ASEAN Region.

MISSION

DDOSC shall provide golden opportunities to its stakeholders toward producing globally competent graduates, relevant and responsive research, extension, and production services anchored on good governance.

GOALS

- Quality Instruction
- Relevant and Responsive Research, Extension and Production Services
- Effective and Efficient Resource Management

The respondent must submit two copies of the answer and all attached exhibits to the CODI.

11.3 COMPLAINANT'S RESPONSE

Upon the receipt of the respondent's answer, the CODI shall immediately give one copy of the answer to the complainant who shall be informed that he/she may submit a reply to the answer. The complainant shall be given two (2) calendar days from receipt of the respondent's answer to give a reply.

The complainant must submit two copies of the reply and all attached exhibits. The second copy shall be given to the respondent.

11.4 HEARING OR CONFERENCE

The CODI shall set the preliminary hearing not later than two (2) weeks after receipt of the respondent's answer or after the expiration of the period within which the respondent should answer.

During the hearing or conference, the respondent shall be given the opportunity to further rebut the allegations against him/her. The parties may, if desired, bring their counsel.

The hearing shall be conducted through this manner:
a. Presentation of complainant's evidence
b. Presentation of respondent's evidence

In both cases, the parties may cross-examine the witnesses. Thereafter, the parties shall submit their formal offer of evidence in writing.

The hearing proceedings before the CODI shall be summary in nature. The CODI shall not be bound by technical rules of evidence. The parties and witnesses, if any, shall submit affidavits subject to its clarificatory questions.

11.5 WAIVER

Respondent's failure to submit an answer and attend the hearing or conference, for no justifiable cause, shall constitute a waiver of the right to be heard and the complaint shall be decided ex parte based on the evidence available to the CODI.

Complainant's failure to attend the hearing or conference, for no justifiable cause, may result in the automatic dismissal of the case.

11.6 FINALITY OF THE DECISION

After ten (10) days of the termination of the hearing or conference/formal investigation, the CODI shall submit its investigation report to the Office of the College President. A copy of the investigation report shall be provided to the complainant and the respondent.

OFFICE OF THE COLLEGE PRESIDENT

VISION

A proactive academic pillar of development in the ASEAN Region.

MISSION

DDOSC shall provide golden opportunities to its stakeholders toward producing globally competent graduates, relevant and responsive research, extension, and production services anchored on good governance.

GOALS

- Quality Instruction
- Relevant and Responsive Research, Extension and Production Services
- Effective and Efficient Resource Management

The College President shall decide the case within thirty (30) days from receipt of the formal investigation report. The decision of the College President shall be final and executory ten (10) days after receipt of the copy thereof by both parties.

11.7 APPEALS

In cases where the corrective measures is expulsion/dismissal, the same shall be automatically appealed to the Office of the College President. No motion for reconsideration is allowed.

A party adversely affected by the decision may file an appeal or motion for reconsideration with the Office of the College President within fifteen (15) working days upon receipt of the decision.

If the appeal has been filed within the given fifteen (15) working-day period, the same shall be heard and decided within three (3) working days from the receipt of the appeal.

The decision of the College President after the first appeal shall be final and is not subject to further appeals.

11.8 JURISDICTION OF THE CSC OVER SEXUAL HARASSMENT CASES

In case a complaint for sexual harassment is filed with the Commission, the same shall be remanded to the agency where the alleged offender is employed. However, the Commission may take cognizance of the case under any of the following circumstances:

a. the College has no CODI;
b. the disciplining authority is the subject of the complaint;
c. the subject of the complaint is a CODI member; or
d. there is unreasonable delay in complying with the periods provided in these Rules for the investigation and adjudication of a sexual harassment complaint.

For this purpose, there is unreasonable delay when any of the periods set in these Rules lapsed for a period of more than thirty (30) days without justifiable reason.

In cases wherein the respondent to a sexual harassment complaint is the head of office, a complaint for sexual harassment shall be filed directly with the proper disciplining authority.

11.9 WITHDRAWAL OF THE COMPLAINT

The withdrawal of the complaint does not result in its outright dismissal or discharge of the person complained of from any administrative liability.

Section 12. CONFIDENTIALITY

OFFICE OF THE COLLEGE PRESIDENT

All proceedings before the CODI shall be conducted under strict confidentiality.

Section 13. CLASSIFICATION OF ACTS OF SEXUAL HARASSMENT AND THEIR CORRESPONDING ADMINISTRATIVE OFFENSES (Section 51 A of the 2017 RACCS)

13.1 GRAVE OFFENSES which are punishable by dismissal from the service shall include the following, but not limited to:

a. unwanted touching of private parts of the body (inner thighs, genitalia, buttocks, and breast);
b. sexual assault;
c. malicious touching;
d. requesting for sexual favor in exchange for employment, promotion, local or foreign travels, favorable working conditions or assignments, a passing grade, the granting of honors or scholarship, or the grant of benefits or payment of a stipend or allowance; and
e. other analogous cases.

13.2 LESS GRAVE OFFENSES shall include the following, but are not limited to:

a. unwanted touching or brushing against the victim's body;
b. pinching not falling under grave offenses;
c. derogatory or degrading remarks or insinuations directed toward the members of one sex, or one's sexual orientation or used to describe a person;
d. verbal abuse with sexual overtones; and
e. other analogous cases.

13.3 LIGHT OFFENSES shall include the following acts, but are not limited to:

a. surreptitiously looking at a person's private part or worn undergarments;
b. making sexist statements and uttering smutty jokes or sending these through text, electronic mail including but not limited to social media platform, causing embarrassment or offense and carried out after the offender has been advised that they are offensive or embarrassing or, even without such advise, when they are by their nature clearly embarrassing, offensive or vulgar;
c. malicious leering or ogling;
d. display of sexually offensive pictures, materials or graffiti;
e. unwelcome inquiries or comments about a person's sex life;
f. making offensive hand or body gestures at an employee;
g. persistent unwanted attention with sexual overtones;
h. unwelcome phone calls with sexual overtones causing discomfort, embarrassment, offense or insult to the receiver; and
i. other analogous cases.

13.4 For the purpose of this policy, the ADMINISTRATIVE OFFENSE OF SEXUAL HARASSMENT is further described in the following circumstances:

OFFICE OF THE COLLEGE PRESIDENT

VISION

A proactive academic pillar of development in the ASEAN Region.

MISSION

DDOSC shall provide golden opportunities to its stakeholders toward producing globally competent graduates, relevant and responsive research, extension, and production services anchored on good governance.

GOALS

- Quality Instruction
- Relevant and Responsive Research, Extension and Production Services
- Effective and Efficient Resource Management

a. Work-related sexual harassment is committed under the following circumstance:
  a.1 submission to or rejection of the act or series of acts is used as a basis for any employment decision (including, but not limited to, matters related to hiring, promotion, raise in salary, job security, benefits and any other human resource action) affecting the applicant/employee; or
  a.2 the act or series of acts have the purpose or effect of interfering with the complainant's work performance, or creating an intimidating, hostile or offensive work environment; or
  a.3 the act or series of acts might reasonably be expected to cause discrimination, insecurity, discomfort, offense or humiliation to a complainant who may be a co-employee, applicant, customer, or word of the person complained of.

b. Education or training-related sexual harassment is committed against one who is under the actual or constructive care, custody or supervision of the offender, or against one whose education, training, apprenticeship, internship or tutorship is directly or constructively entrusted to, or is provided by, the offender, when:
  b.1 submission to or rejection of the act or series of acts as a basis for any decision affecting the complainant, including, but not limited to, the giving of a grade, the granting of honors or a scholarship, the payment of a stipend or allowance, or the giving of any benefit, privilege or consideration;
  b.2 the act or series of acts have the purpose or effect of interfering with the performance, or creating an intimidating, hostile or offensive academic environment of the complainant; or
  b.3 the act or series of acts might reasonably be expected to cause discrimination, insecurity, discomfort, offense or humiliation to a complainant who may be a trainee, apprentice, intern, tutee or ward of the person complained of.

c. The offense may also take place in the following instances:
  c.1 in the premises of the workplace of office or of the school or training institution;
  c.2 in any place where the parties were found as a result of work or education or training responsibilities or relations;
  c.3 at work or education or training-related social functions;
  c.4 while on official business outside the office or school or training institution or during work or school or training-related travel;
  c.5 at official conferences, for a symposia or training sessions; or
  c.6 by telephone, cellular phone, fax machine or electronic mail.

Section 14. SPECIFIC SANCTIONS

GRAVE OFFENSE

a. Teaching and Non-Teaching Staff	-	1st offense – DISMISSAL
b. Students	-	1st offense – suspension for one (1) academic year to expulsion

LESS GRAVE OFFENSE

OFFICE OF THE COLLEGE PRESIDENT

a. Teaching and Non-Teaching Staff	-	1st offense – suspension for six (6) months to one (1) year
	-	2nd offense – dismissal
b. Students	-	1st offense – community service of 60 hours
	-	2nd offense – suspension for one (1) Semester to one (1) year
	-	3rd offense – expulsion

LIGHT OFFENSE

a. Teaching and Non-Teaching Staff	-	1st offense – reprimand or suspension for one (1) month to six (6) months
	-	2nd offense – fine or suspension for six (6) months to one (1year)
	-	3rd offense – dismissal
b. Students	-	1st offense – reprimand or community service not exceeding 30 hours
	-	2nd offense – suspension not exceeding one (1) semester
	-	3rd offense – expulsion

Section 15. INDEPENDENT ACTIONS FOR DAMAGES

Every person has the right to seek redress from the courts even when steps are taken under this Policy. Likewise, nothing in this Policy shall prevent a victim of sexual harassment or related retaliation from instituting a separate and independent action for damages and other relief.

The College undertakes to support and assist the victim in any independent action that they may undertake for any sexual harassment or related retaliation under this Policy.

Section 16. PROTOCOLS AND INFORMATION DISSEMINATION

The CODI shall formulate, disseminate, and publish protocols for the preventions of sexual harassment in consultation with the faculty, staff, and students. A copy of this Policy, the Safe Spaces Act (Republic Act No. 11313), and its Implementing Rules and Regulations (IRR) shall be posted in conspicuous places and social media platforms by the Information, Education, and Communication (IEC) Team constituted for the purpose.

The Human Resource Management Section is advised to provide all new employees a copy of this Policy upon the start of their employment for their reference and guidance. Any officer or employee or student may request for a copy of this Policy, the law, and/or its IRR, through the Records Management Section.

OFFICE OF THE COLLEGE PRESIDENT

VISION

A proactive academic pillar of development in the ASEAN Region.

MISSION

DDOSC shall provide golden opportunities to its stakeholders toward producing globally competent graduates, relevant and responsive research, extension, and production services anchored on good governance.

GOALS

- Quality Instruction
- Relevant and Responsive Research, Extension and Production Services
- Effective and Efficient Resource Management

Anti-Sexual Harassment orientation shall form part in the student, faculty and staff clearance requirement including personnel action such as hiring and promotion.

Anti-Sexual Harassment protocol with contractors and other program partners shall be integrated in any Memorandum of Understanding and Agreements forged with the College.

Section 17. REPEALING CLAUSE

All issuances inconsistent with the provisions hereof are hereby repealed or modified accordingly.

Section 18. EFFECTIVITY

This order shall take effect immediately and shall remain in force and effect until otherwise revoked or amended by the undersigned or by any competent authority.

Signed this 25th day of August 2022 at the DDOSC Main Campus, Compostela, Davao de Oro Province.

CHRISTIE JEAN VILLANUEVA- GANIERA, Ed. D., CESE
College President

cf: File,
All Offices, Divisions, Sections, Units in all campuses,
Records Mgt. Section

Committee on Decorum and Investigation (CODI) of DdOSC

(Special Order No. 0328-01, Series of 2026)

Office of the SUC President

Website: www.ddosc.edu.ph Email: president@ddosc.edu.ph Contact #: 0929-169-5328

SPECIAL ORDER
No. 0328-01, Series of 2025

TO : **AS HEREIN STATED**

SUBJECT : **RECONSTITUTION OF COMMITTEE ON DECORUM AND INVESTIGATION (CODI) OF DAVAO DE ORO STATE COLLEGE**

DATE : **28 MARCH 2025**

Pursuant Republic Act No. 11313, otherwise known as the "Safe Spaces Act" and in accordance with Section (10) Administrative Order No. 0825-01, Series of 2022 from this Office, and in view of the changes of positions and/or designations of personnel of the College, the Committee on Decorum and Investigation (CODI) of Davao de Oro State College is hereby reconstituted as specified hereunder:

COMPOSITION

MAIN CAMPUS

Chairperson : **GLORYJEAN C. ALTAMERA, Ph.D.**
Vice President for Academic Affairs

Permanent Alternate : **RIESHIA P. VALE, MAEd**
Faculty Federation President

Members : **JUANITA C. LEOPOLDO, DBA**
MAIDA CALPO, MSCrim
MARK P. LAURENTE, Ph.D.
PEDRO RAYMUNDE, Ph.D.
Department Heads/Focal

JUDITH R. TUDY, MAED
Trainer

JAKE ANDREW COLINDRES, MAED
Coach

DECIRY JAN DIANO
Student Representative

Secretariat : **REAH C. NIOG**
Human Resource Management Unit Head

MARAGUSAN BRANCH

Chairperson : **JAY MARK D. BANTAYAN, MSc**
Branch Director

Permanent Alternate : **DARYL H. TABUGUE, CPA, LPT**
Administrative Officer V

Members : **FRANCIS BALABA**
Instructor

KEI D. INANSUGAN
Trainer

MARCELINO F. CUYAB, PhD
Coach

TRISHA JOY L. YBAÑEZ
Student Representative

Secretariat : **NATHALIA NOVA E. LUGAYAO**
Human Resource and Management - Counterpart

MONTEVISTA BRANCH

Chairperson : **APRIL ROSE DIANNE ABELLA-VILLARO, DBM**
Branch Director

Permanent Alternate : **LEAH R. GUIRIGAY, EdD**
Administrative Officer V

Members : **DEISY R. LLANTO, MBA**
Instructor

MAE ANN BACO, MAEd
Trainer

MARJURIE BARIT
Coach

BOB DOMINIC DOLUNA
Student Representative

Secretariat : **LADY ROXAN A. VALLECER**
Human Resource and Management - Counterpart

NEW BATAAN BRANCH

Chairperson : **WENDY MAE W. DULOS, MBA**
Branch Director

Permanent Alternate : **ERNAN S. LEAL, MBA**
Administrative Officer V

Members : **ROBEGIN C. CAMPOMAYOR, DBM**
Instructor

GABRIEL D. CUBERO, EdD
Trainer

CHRISTIAN JADE GADOGDOG, MPA
Coach

JAME M. AGLE
Student Representative

Secretariat : **CHRISTINE S. HANDUMON**
Human Resource and Management - Counterpart

DUTIES AND FUNCTIONS

The Committee on Decorum and Investigation (CODI) of Davao de Oro State College shall have the duties and functions as stipulated in **Section 10.2 of Administrative Order Administrative Order No. 0825-01, Series of 2022** from this Office.

REPEALING CLAUSE

All previous orders inconsistent with the provisions hereof are hereby superseded, repealed, or amended accordingly.

EFFECTIVITY

This Order shall take effect immediately and remain enforced unless revoked by the undersigned or competent authority.

Signed this **28th day** of **March 2025** at Davao de Oro State College – Main Campus, Poblacion, Compostela, Davao de Oro Province.

LILYBETH M. MATUNHAY
SUC President I

Copy furnished:	file, Records Unit Office of the Vice President for Academic Affairs Office of the Chief for Administration and Finance Gender and Development Unit As stated

Designation	Initials	Date
SUC Pres I	LMM	03/28/2025
AO I	RFT	03/28/2025







AY 2025-2026

LEGAL FRAMEWORKS

5.6.1

Policy of Non-Discrimination Against Women

The Magna Carta for Women

(Republic Act No. 9710)

S. No. 2396
H. No. 4273

Republic of the Philippines

Congress of the Philippines
Metro Manila

Fourteenth Congress
Second Regular Session

Begun and held in Metro Manila, on Monday, the twenty-eight day of July, two thousand eight.

[REPUBLIC ACT NO. 9710]

AN ACT PROVIDING FOR THE MAGNA CARTA OF WOMEN

Be it enacted by the Senate and House of Representatives of the Philippines in Congress assembled:

CHAPTER 1
GENERAL PROVISIONS

SECTION 1. *Short Title*. - This Act shall be known as "The Magna Carta of Women".

SEC. 2. *Declaration of Policy*. - Recognizing that the economic, political, and sociocultural realities affect women's current condition, the State affirms the role of women in nation building and ensures the substantive equality of women and men. It shall promote empowerment of women and pursue equal opportunities for women and men and ensure equal access to resources and to development results and outcome. Further, the State realizes that equality of men and women entails the abolition of the unequal structures

and practices that perpetuate discrimination and inequality. To realize this, the State shall endeavor to develop plans, policies, programs, measures, and mechanisms to address discrimination and inequality in the economic, political, social, and cultural life of women and men.

The State condemns discrimination against women in all its forms and pursues by all appropriate means and without delay the policy of eliminating discrimination against women in keeping with the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and other international instruments consistent with Philippine law. The State shall accord women the rights, protection, and opportunities available to every member of society.

The State affirms women's rights as human rights and shall intensify its efforts to fulfill its duties under international and domestic law to recognize, respect, protect, fulfill, and promote all human rights and fundamental freedoms of women, especially marginalized women, in the economic, social, political, cultural, and other fields without distinction or discrimination on account of class, age, sex, gender, language, ethnicity, religion, ideology, disability, education, and status.

The State shall provide the necessary mechanisms to enforce women's rights and adopt and undertake all legal measures necessary to foster and promote the equal opportunity for women to participate in and contribute to the development of the political, economic, social, and cultural realms. The State, in ensuring the full integration of women's concerns in the mainstream of development, shall provide ample opportunities to enhance and develop their skills, acquire productive employment and contribute to their families and communities to the fullest of their capabilities.

In pursuance of this policy, the State reaffirms the right of women in all sectors to participate in policy formulation, planning, organization, implementation, management, monitoring, and evaluation of all programs, projects, and services. It shall support policies, researches, technology, and training programs and other support services such as financing, production, and marketing to encourage active participation of women in national development.

SEC. 3. *Principles of Human Rights of Women.* – Human rights are universal and inalienable. All people in the world are entitled to them.

The universality of human rights is encompassed in the words of Article 1 of the Universal Declaration of Human Rights, which states that all human beings are free and equal in dignity and rights.

Human rights are indivisible. Human rights are inherent to the dignity of every human being whether they relate to civil, cultural, economic, political, or social issues.

Human rights are interdependent and interrelated. The fulfillment of one right often depends, wholly or in part, upon the fulfillment of others.

All individuals are equal as human beings by virtue of the inherent dignity of each human person. No one, therefore, should suffer discrimination on the basis of ethnicity, gender, age, language, sexual orientation, race, color, religion, political, or other opinion, national, social, or geographical origin, disability, property, birth, or other status as established by human rights standards.

All people have the rights to participate in and access information relating to the decision-making processes that affect their lives and well-being. Rights-based approached require a high degree of participation by communities, civil society, minorities, women, young people, indigenous peoples, and other identified groups.

States and other duty-bearers are answerable for the observance of human rights. They have to comply with the legal norms and standards enshrined in international human rights instruments in accordance with the Philippine Constitution. Where they fail to do so, aggrieved rights-holders are entitled to institute proceedings for appropriate redress before a competent court or other adjudicator in accordance with the rules and procedures provided by law.

CHAPTER II
DEFENITION OF TERMS

SEC. 4. *Definitions.* – For purposes of this Act, the following terms shall mean:

(a) “Women Empowerment” refers to the provision, availability, and accessibility of opportunities, services, and observance of human rights which enable women to actively participate and contribute to the political, economic, social, and cultural development of the nation as well as those

which shall provide them equal access to ownership, management, and control of production, and of material and informational resources and benefits in the family, community, and society.

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

It includes any act or omission, including by law, policy, administrative measure, or practice, that directly or indirectly excludes or restricts women in the recognition and promotion of their rights and their access to and enjoyment of opportunities, benefits, or privileges.

A measure or practice of general application is discrimination against women if it fails to provide for mechanisms to offset or address sex or gender-based disadvantages or limitations of women, as a result of which women are denied or restricted in the recognition and protection of their rights and in their access to and enjoyment of opportunities, benefits, or privileges; or women, more than men, are shown to have suffered the greater adverse effects of those measures or practices.

Provided, finally, That discrimination compounded by or intersecting with other grounds, status, or condition, such as ethnicity, age, poverty, or religion shall be considered discrimination against women under this Act.

(c) “Marginalization” refers to a condition where a whole category of people is excluded from useful and meaningful participation in political, economic, social, and cultural life.

(d) “Marginalized” refers to the basic, disadvantaged, or vulnerable persons or groups who are mostly living in poverty and have little or no access to land and other resources, basic social and economic services such as health care, education, water and sanitation, employment and livelihood opportunities, housing, social security, physical infrastructure, and the justice system.

These include, but are not limited to, women in the following sectors and groups:

(1) “Small Farmers and Rural Workers” refers to those who are engaged directly or indirectly in small farms and forests areas, workers in commercial farms and plantations, whether paid or unpaid, regular or season-bound. These shall include, but are not limited to, (a) small farmers who own or are still amortizing for lands that is not more than three (3) hectares, tenants, leaseholders, and stewards; and (b) rural workers who are either wage earners, self-employed, unpaid family workers directly and personally engaged in agriculture, small-scale mining, handicrafts, and other related farm and off-farm activities;

(2) “Fisherfolk” refers to those directly or indirectly engaged in taking, culturing, or processing fishery or aquatic resources. These include, but are not to be limited to, women engaged in fishing in municipal waters, coastal and marine areas, women workers in commercial fishing and aquaculture, vendors and processors of fish and coastal products, and subsistence producers such as shell-gatherers, managers, and producers of mangrove resources, and other related producers;

(3) “Urban Poor” refers to those residing in urban and urbanizable slum or blighted areas, with or without the benefit of security of abode, where the income of the head of the family cannot afford in a sustained manner to provide for the family’s basic needs of food, health, education, housing, and other essentials in life;

(4) “Workers in the Formal Economy” refers to those who are employed by any person acting directly or indirectly in the interest of an employer in relation to an employee and shall include the government and all its branches, subdivisions, and instrumentalities, all government-owned and controlled corporations and institutions, as well as nonprofit private institutions or organizations;

(5) “Workers in the Informal Economy” refers to self-employed, occasionally or personally hired, subcontracted, paid and unpaid family workers in household incorporated and unincorporated enterprises, including home workers, micro-entrepreneurs and producers, and operators of sari-sari stores and all other categories who suffer from violation of workers’ rights;

(6) “Migrant Workers’ refers to Filipinos who are to be engaged, are engaged, or have been engaged in a remunerated activity in a State of which they are not legal residents, whether documented or undocumented;

(7) “Indigenous Peoples” refers to a group of people or homogenous societies identified by self-ascription and ascription by other, who have continuously lived as organized community on communally bounded and defined territory, and who have, under claims of ownership since time immemorial, occupied, possessed customs, tradition, and other distinctive cultural traits, or who have, through resistance to political, social, and cultural inroads of colonization, non-indigenous religions and culture, became historically differentiated from the majority of Filipinos. They shall likewise include peoples who are regarded as indigenous on account of their descent from the populations which inhabited the country, at the time of conquest or colonization, or at the time of inroads of non-indigenous religions and cultures, or the establishment of present state boundaries, who retain some or all of their own social, economic, cultural, and political institutions, but who may have been displaced from their traditional domains as defined under Section 3(h), Chapter II of Republic Act No. 8371, otherwise known as “The Indigenous Peoples Rights Act of 1997” (IPRA of 1997);

(8) “Moro” refers to native peoples who have historically inhabited Mindanao, Palawan, and Sulu, and who are largely of the Islamic faith;

(9) “Children” refers to those who are below eighteen (18) years of age or over but are unable to fully take care of themselves or protect themselves from abuse, neglect, cruelty, exploitation, or discrimination because of a physical or mental disability or condition;

(10) “Senior Citizens” refers to those sixty (60) years of age and above;

(11) “Persons with Disabilities” refers to those who are suffering from restriction or different abilities, as a result of a mental, physical, or sensory impairment to perform an activity in the manner or within the range considered normal for a human being; and

(12) “Solo Parents” refers to those who fall under the category of a solo parent defined under Republic Act No. 8972, otherwise known as the “Solo Parents Welfare Act of 2000”.

(e) “Substantive Equality” refers to the full and equal enjoyment of rights and freedoms contemplated under this Act. It encompasses de jure and de facto equality and also equality in outcomes.

(f) “Gender Equality” refers to the principle asserting the equality of men and women and their right to enjoy equal conditions realizing their full human potentials to contribute to and benefit from the results of development, and with the State recognizing that all human beings are free and equal in dignity and rights.

(g) “Gender Equity” refers to the policies, instruments, programs, services, and actions that address the disadvantaged position of women in society by providing preferential treatment and affirmative action. Such temporary special measures aimed at accelerating de facto equality between men and women shall not be considered discriminatory but shall in no way entail as a consequence the maintenance of unequal or separate standards. These measures shall be discontinued when the objectives of equality of opportunity and treatment have been achieved.

(h) “Gender and Development (GAD)” refers to the development perspective and process that are participatory and empowering, equitable, sustainable, free from violence, respectful of human rights, supportive of self-determination and actualization of human potentials. It seeks to achieve gender equality as a fundamental value that should be reflected in development choices; seeks to transform society’s social, economic, and political structures and questions they validity of the gender roles they ascribed to women and men; contends that women are active agents of development and not just passive recipients of development assistance; and stresses the need of women to organize themselves and participate in political processes to strengthen their legal rights.

(i) “Gender Mainstreaming” refers to the strategy for making women’s as well as men’s concerns and experiences an integral dimension of the design, implementation, monitoring, and evaluation of policies and programs in all political, economic, and societal spheres so that women and men benefit equally and inequality is not perpetuated. It is the process of assessing the implications for women and men of any planned action, including legislation, policies, or programs in all areas and at all levels.

(j) “Temporary Special Measures” refers to a variety of legislative, executive, administrative, and regulatory instruments, policies, and practices aimed at accelerating this de facto equality of women in specific areas. These measures shall not be considered discriminatory but shall in no way entail as a consequence the maintenance of unequal or separate standards. They shall be discontinued when their objectives have been achieved.

(k) “Violence Against Women” refers to any act of gender-based violence that results in, or is likely to result in, physical, sexual, or psychological harm or suffering to women, including threats of such acts, coercion, or arbitrary deprivation of liberty, whether occurring in public or in private life. It shall be understood to encompass, but not limited to, the following:

(1) Physical, sexual, psychological, and economic violence occurring in the family, including battering, sexual abuse of female children in the household, dowry-related violence, marital rape, and other traditional practices harmful to women, non-spousal violence, and violence related to exploitation;

(2) Physical, sexual, and psychological violence occurring within the general community, including rape, sexual abuse, sexual harassment, and intimidation at work, in educational institutions and elsewhere, trafficking in women, and prostitution; and

(3) Physical, sexual, and psychological violence perpetrated or condoned by the State, wherever it occurs.

It also includes acts of violence against women as defined in Republic Acts No. 9208 and 9262.

(l) “Women in the Military” refers to women employed in the military, both in the major and technical services, who are performing combat and/or noncombat functions, providing security to the State, and protecting the people from various forms of threat. It also includes women trainees in all military training institutions.

(m) “Social Protection” refers to policies and programs that seek to reduce poverty and vulnerability to risks and enhance the social status and rights of all women, especially the marginalized by promoting and protecting livelihood and employment, protecting against hazards and sudden loss of income, and improving people’s capacity to manage risk. Its components are labor market programs, social insurance, social welfare, and social safety nets.

CHAPTER III
DUTIES RELATED TO THE HUMAN RIGHTS OF WOMEN

The State, private sector, society in general, and all individuals shall contribute to the recognition, respect, and promotion of the rights of women defined and guaranteed under this Act.

SEC. 5. *The State as the Primary Duty-Bearer.* – The State, as the primary duty-bearer, shall:

(a) Refrain from discriminating against women and violating their rights;

(b) Protect women against discrimination and from violation of their rights by private corporations, entities, and individuals; and

(c) Promote and fulfill the rights of women in all spheres, including their rights to substantive equality and non-discrimination.

The State shall fulfill these duties through law, policy, regulatory instruments, administrative guidelines, and other appropriate measures, including temporary special measures.

Recognizing the interrelation of the human rights of women, the State shall take measures and establish mechanisms to promote the coherent and integrated implementation and enforcement of this Act and related laws, policies, or other measures to effectively stop discrimination against and advance the rights of women.

The State shall keep abreast with and be guided by progressive developments in human rights of women under international law and design of policies, laws, and other measures to promote the objectives of this Act.

SEC. 6. *Duties of the State Agencies and Instrumentalities*. – These duties of the State shall extend to all state agencies, offices, and instrumentali¬ties at all levels and government-owned and controlled corporations, subject to the Constitution and pertinent laws, policies, or administrative guidelines that define specific duties of state agencies and entities concerned.

SEC. 7. *Suppletory Effect.* – This chapter shall be deemed integrated into and be suppletory to other provisions of this Act, particularly those that guarantee specific rights to women and define specific roles and require specific conduct of state organs.

CHAPTER IV
RIGHTS AND EMPOWERMENT

SEC. 8. *Human Rights of Women*. – All rights in the Constitution and those rights recognized under international instruments duly signed and ratified by the Philippines, in consonance with Philippine law, shall be rights of woman under this Act to be enjoyed without discrimination.

SEC. 9. *Protection from Violence*. – The State shall ensure that all women shall be protected from all forms of violence as provided for in existing laws. Agencies of government shall give priority to the defense and protection of women against gender-based offenses and help women attain justice and healing.

Towards this end, measures to prosecute and reform offenders shall likewise be pursued.

(a) Within the next five (5) years, there shall be an incremental increase in the recruitment and training of women in the police force, forensics and medico-legal, legal services, and social work services availed of by women who are victims of gender-related offenses until fifty percent (50%) of the personnel thereof shall be women.

(b) Women shall have the right to protection and security in situations of armed conflict and militarization. Towards this end, they shall be protected from all forms of gender-based violence, particularly rape and other forms of sexual abuse, and all forms of violence in situations of armed conflict. The State shall observe international standards for the protection of civilian population in circumstances of emergency and armed conflict. It shall not force women, especially indigenous people, to abandon their lands, territories, and means of subsistence, or relocate them in special centers for military purposes under any discriminatory condition.

(c) All government personnel involved in the protection and defense of women against gender-based violence shall undergo a mandatory training on human rights and gender sensitivity pursuant to this Act.

(d) All local government units shall establish a Violence Against Women's Desk in every barangay to ensure that violence against women cases are fully addressed in a gender-responsive manner.

SEC. 10. *Women Affected by Disasters, Calamities, and Other Crisis Situations*. – Women have the right to protection and security in times of disasters, calamities, and other crisis situations especially in all phases of relief, recovery, rehabilitation, and construction efforts. The State shall provide for immediate humanitarian assistance, allocation of resources, and early resettlement, if necessary. It shall also address the particular needs of women from a gender perspective to ensure their full protection from sexual exploitation and other sexual and gender-based violence committed against them. Responses to disaster situations shall include the provision of services, such as psychosocial support, livelihood support, education, psychological health, and comprehensive health services, including protection during pregnancy.

SEC. 11. *Participating and Representation.* – The State shall undertake temporary special measures to accelerate the participation and equitable representation of women in all spheres of society particularly in the decision-making and policy-making processes in government and private entities to fully realize their role as agents and beneficiaries of development. The State shall institute the following affirmative action mechanisms so that women can participate meaningfully in the formulation, implementation, and evaluation of policies, plans, and programs for national, regional, and local development:

(a) Empowerment within the Civil Service. – Within the next five (5) years, the number of women in third (3rd) level positions in government shall be incrementally increased to achieve a fifty-fifty (50-50) gender balance;

(b) Development Councils and Planning Bodies. – To ensure the participation of women in all levels of development planning and program implementation, at least forty percent (40%) of membership of all development councils from the regional, provincial, city, municipal, and barangay levels shall be composed of women;

(c) Other Policy and Decision-Making Bodies. – Women's groups shall also be represented in international, national, and local special and decision-making bodies;

(d) International Bodies. – The State shall take all appropriate measures to ensure the opportunity of women, on equal terms with men and without any discrimination to represent their government at the international level and to participate in the work of international organizations:

(e) Integration of Women in Political Parties. – The State shall provide incentives to political parties with women's agenda. It shall likewise encourage the integration of women in their leadership hierarchy internal policy-making structures, appointive, and electoral nominating processes; and

(f) Private Sector. – The State shall take measures to encourage women leadership in the private sector in the form of incentives.

SEC. 12. *Equal Treatment Before the Law.* – The State shall take steps to review and, when necessary, amend and/or repeal existing laws that are discriminatory to women within three (3) years from the effectivity of this Act.

SEC. 13. *Equal Access and Elimination of Discrimination in Education, Schoolarships, and Training.* – (a) The State shall ensure that gender stereotypes and images in educational materials and curricula are adequately and appropriately revised. Gender-sensitive language shall be used at all times. Capacity-building on gender and development (GAD), peace and human rights, education for teachers, and all those involved in the education sector shall be pursued toward this end. Partnerships between and among players of the education sector, including the private sector, churches, and faith groups shall be encouraged.

(b) Enrollment of women in nontraditional skills training in vocational and tertiary levels shall be encouraged.

(c) Expulsion and non-readmission of women faculty due to pregnancy outside of marriage shall be outlawed. No school shall turn out or refuse admission to a female student solely on the account of her having contracted pregnancy outside of marriage during her term in school.

SEC. 14. *Women in Sports.* – The State shall develop, establish, and strengthen programs for the participating of women and girl-children in competitive and noncompetitive sports as a means to achieve excellence, promote physical and social well-being, eliminate gender-role stereotyping, and provide equal access to the full benefits of development for all persons regardless of sex, gender identity, and other similar factors.

For this purpose, all sports-related organizations shall create guidelines that will establish and integrate affirmative action as a strategy and gender

equality as a framework in planning and implementing their policies, budgets, programs, and activities relating to the participation of women and girls in sports.

The State will also provide material and nonmaterial incentives to local government units, media organizations, and the private sector for promoting, training, and preparing women and girls for participation in competitive and noncompetitive sports, especially in local and international events, including, but not limited to, the Palarong Pambansa, Southeast Asian Games, Asian Games, and the Olympics.

No sports event or tournament will offer or award a different sports prize, with respect to its amount or value, to women and men winners in the same sports category: Provided, That the said tournament, contest, race, match, event, or game is open to both sexes: Provided, further, That the sports event or tournament is divided into male or female divisions.

The State shall also ensure the safety and well-being of all women and girls participating in sports, especially, but not limited to, trainees, reserve members, members, coaches, and mentors of national sports teams, whether in studying, training, or performance phases, by providing them comprehensive health and medical insurance coverage, as well as integrated medical, nutritional, and healthcare services.

Schools, colleges, universities, or any other learning institution shall take into account its total women student population in granting athletic scholarship. There shall be a pro rata representation of women in the athletic scholarship program based on the percentage of women in the whole student population.

SEC. 15. *Women in the Military*. – The State shall pursue appropriate measures to eliminate discrimination of women in the military, police, and other similar services, including revising or abolishing policies and practices that restrict women from availing of both combat and noncombat training that are open to men, or from taking on functions other than administrative tasks, such as engaging in combat, security-related, or field operations. Women in the military shall be accorded the same promotional privileges and opportunities as men, including pay increases, additional remunerations and benefits, and awards based on their competency and quality of performance. Towards this end, the State shall ensure that the personal of women shall always be respected.

Women in the military, police, and other similar services shall be provided with the same right to employment as men one equal conditions. Equally, they shall be accorded the same capacity as men to act in and enter into contracts, including marriage.

Further, women in the military, police, and other similar services shall be entitled to leave benefits such as maternity leave, as provided for by existing laws.

SEC. 16. *Nondiscriminatory and Nonderogatory Portrayal of Women in Media and Film.* – The State shall formulate policies and programs for the advancement of women in collaboration with government and nongovernment media-related organizations. It shall likewise endeavor to raise the consciousness of the general public in recognizing the dignity of women and the role and contribution of women in the family, community, and the society through the strategic use of mass media.

For this purpose, the State shall ensure allocation of space, airtime, and resources, strengthen programming, production, and image-making that appropriately present women's needs, issues, and concerns in all forms of media, communication, information dissemination, and advertising.

The State, in cooperation with all schools of journalism, information, and communication, as well as the national media federations and associations, shall require all media organizations and corporations to integrate into their human resource development components regular training on gender equality and gender-based discrimination create and use gender equality guidelines in all aspects of management, training, production, information, dissemination, communication, and programming; and convene a gender equality committee that will promote gender mainstreaming as a framework and affirmative action as a strategy, and monitor and evaluate the implementation of gender equality guidelines.

SEC. 17. *Women's Right to Health*. – (a) Comprehensive Health Services. – The State shall, at all times, provide for a comprehensive, culture-sensitive, and gender-responsive health services and programs covering all stages of a woman's life cycle and which addresses the major causes of women's mortality and morbidity: Provided, That in the provision for comprehensive health services, due respect shall be accorded to women's religious convictions, the rights of the spouses to found a family in accordance with their religious convictions, and the demands of responsible parenthood, and the right of women to protection from hazardous drugs, devices, interventions, and substances.

Access to the following services shall be ensured:

(1) Maternal care to include pre-and post-natal services to address pregnancy and infant health and nutrition;

(2) Promotion of breastfeeding;

(3) Responsible, ethical, legal, safe, and effective methods of family planning;

(4) Family and State collaboration in youth sexuality education and health services without prejudice to the primary right and duty of parents to educate their children;

(5) Prevention and management of reproductive tract infections, including sexually transmitted diseases, HIV, and AIDS;

(6) Prevention and management of reproductive tract cancers like breast and cervical cancers, and other gynecological conditions and disorders;

(7) Prevention of abortion and management of pregnancy-related complications;

(8) In cases of violence against women and children, women and children victims and survivors shall be provided with comprehensive health services that include psychosocial, therapeutic, medical, and legal interventions and assistance towards healing, recovery, and empowerment;

(9) Prevention and management of infertility and sexual dysfunction pursuant to ethical norms and medicals standards;

(10) Care of the elderly women beyond their child-bearing years; and

(11) Management, treatment, and intervention of mental health problems of woman and girls.

In addition, healthy lifestyle activities are encouraged and promoted through programs and projects as strategies in the prevention of diseases.

(b) Comprehensive Health Information and Education. – The State shall provide women in all sectors with appropriate, timely, complete, and

accurate information and education of all the above-stated aspects of women's health in government education and training programs, with due regard to the following:

(1) The natural and primary right and duty of parents in the rearing of the youth and the development of moral character and the right of children to be brought up in an atmosphere of morality and rectitude for the enrichment and strengthening of character;

(2) The formation of a person's sexuality that affirms human dignity; and

(3) Ethical, legal, safe, and effective family planning methods including fertility awareness.

SEC. 18. S*pecial Leave Benefits for Women.* – A woman employee having rendered continuous aggregate employment service of at least six (6) months for the last twelve (12) months shall be entitled to a special leave benefit of two (2) months with full pay based on her gross monthly compensation following surgery caused by gynecological disorders.

SEC. 19. *Equal Rights in All Matters Relating to Marriage and Family Relations.* – The State shall take all appropriate measures to eliminate discrimination against women in all matters relating to marriage and family relations and shall ensure:

(a) the same rights to enter into and leave marriages or common law relationships referred to under the Family Code without prejudice to personal or religious beliefs;

(b) the same rights to choose freely a spouse and to enter into marriage only with their free and full consent. The betrothal and the marriage of a child shall have no legal effect;

(c) the joint decision on the number and spacing of their children and to have access to the information, education and means to enable them to exercise these rights;

(d) the same personal rights between spouses or common law spouses including the right to choose freely a profession and an occupation;

(e) the same rights for both spouses or common law spouses in respect of the ownership, acquisition, management, administration, enjoyment, and disposition of property;

(f) the same rights to properties and resources, whether titled or not, and inheritance, whether formal or customary; and

(g) women shall have equal rights with men to acquire change, or retain their nationality. The State shall ensure in particular that neither marriage to an alien nor change of nationality by the husband during marriage shall automatically change the nationality of the wife, render her stateless or force upon her the nationality of the husband. Various statutes of other countries concerning dual citizenship that may be enjoyed equally by women and men shall likewise be considered.

Customary laws shall be respected: Provided, however, That they do not discriminate against, women.

CHAPTER V
RIGHTS AND EMPOWERMENT OF MARGINALIZED SECTORS

Women in marginalized sectors are hereby guaranteed all civil, political, social, and economic rights recognized, promoted, and protected under existing laws including, but not limited to, the Indigenous Peoples Rights Act, the Urban Development and Housing Act, the Comprehensive Agrarian Reform Law, the Fisheries Code, the Labor Code, the Migrant Workers Act, the Solo Parents Welfare Act, and the Social Reform and Poverty Alleviation Act.

SEC. 20. *Food Security and Productive Resources.* – The State recognizes the contribution of women to food production and shall ensure its sustainability and sufficiency with the active participation of women. Towards this end, the State shall guarantee, at all times, the availability in the market of safe and health-giving food to satisfy the dietary needs of the population, giving particular attention to the specific needs of poor girl-children and marginalized women, especially pregnant and lactating mothers and their young children. To further address this, the state shall ensure:

(a) *Right to Food.* – The State shall guarantee the availability of food in quantity and quality sufficient to satisfy the dietary needs of individuals, the physical and economic accessibility for everyone to adequate food that is culturally acceptable and free from unsafe substances and culturally accepted, and the accurate and substantial information to the availability of food, including the right to full, accurate, and truthful information

about safe and health-giving foods and how to produce and have regular easy access to them;

(b) *Right to Resources for Food Production.* – The State shall guarantee women a vital role in food production by giving priority to their rights to land, credit, and infrastructure support, technical training, and technological and marketing assistance. The State shall promote women-friendly technology as a high priority activity in agriculture and shall promote the right to adequate food by proactively engaging in activities intended to strengthen access to, utilization of, and receipt of accurate and substantial information on resources and means to ensure women's livelihood, including food security:

(1) Equal status shall be given to women and men, whether married or not, in the titling of the land and issuance of stewardship contracts and patents;

(2) Equal treatment shall be given to women and men beneficiaries of the agrarian reform program, wherein the vested right of a woman agrarian reform beneficiary is defined by a woman's relationship to tillage, i.e., her direct and indirect contribution to the development of the land;

(3) Customary rights of women to the land, including access to and control of the fruits and benefits, shall be recognized in circumstances where private ownership is not possible, such as ancestral domain claims;

(4) Information and assistance in claiming rights to the land shall be made available to women at all times;

(5) Equal rights to women to the enjoyment, use, and management of land, water, and other natural resources within their communities or ancestral domains;

(6) Equal access to the use and management of fisheries and aquatic resources, and all the rights and benefits accruing to stakeholders in the fishing industry;

(7) Equal status shall be given to woman and men in the issuance of stewardship or lease agreements and other fishery rights that may be granted for the use and management of coastal and aquatic resources. In the same manner, women's organizations shall be

given equal treatment as with other marginalized fishers organizations in the issuance of stewardship or lease agreements or other fishery rights for the use and management of such coastal and aquatic resources which may include providing supports to women-engaged coastal resources;

(8) There shall be no discrimination against women in the deputization of fish wardens;

(9) Women-friendly and sustainable agriculture technology shall be designed based on accessibility and viability in consultation with women's organizations;

(10) Access to small farmer-based and controlled seeds production and distribution shall be ensured and protected;

(11) Indigenous practices of women in seed storage and cultivation shall berecognized, encouraged, and protected;

(12) Equal rights shall be given to women to be members of farmers' organizations to ensure wider access to and control of the means of production;

(13) Provide opportunities for empowering women fishers to be involved in the control and management, not only of the catch and production of aquamarine resources but also, to engage in entrepreneurial activities which will add value to production and marketing ventures; and

(14) Provide economic opportunities for the indigenous women, particularly access to market for their produce.
In the enforcement of the foregoing, the requirements of law shall be observed at all times.

SEC. 21. *Right to Housing.* – The State shall develop housing programs for women that are localized, simple, accessible, with potable water, and electricity, secure, with viable employment opportunities and affordable amortization. In this regard, the State consult women and involve them in community planning and development, especially in matters pertaining to land use, zoning, and relocation.

SEC. 22. *Right to Decent Work.* – The State shall progressively realize and ensure decent work standards for women that involve the creation of jobs of acceptable quality in conditions of freedom, equity, security, and human dignity.

(a) Decent work involves opportunities for work that are productive and fairly remunerative as family living wage, security in the workplace, and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organize, participate in the decisions that affect their lives, and equality of opportunity and treatment for all women and men.

(b) The State shall further ensure:

(1) Support services and gears to protect them from occupational and health hazards taking into account women's maternal functions;

(2) Support services that will enable women to balance their family obligations and work responsibilities including, but not limited to, the establishment of day care centers and breast-feeding stations at the workplace, and providing maternity leave pursuant to the Labor Code and other pertinent laws;

(3) Membership in unions regardless of status of employment and place of employment; and

(4) Respect for the observance of indigenous peoples' cultural practices even in the workplace.

(c) In recognition of the temporary nature of overseas work, the State shall exert all efforts to address the causes of out-migration by developing local employment and other economic opportunities for women and by introducing measures to curb violence and forced and involuntary displacement of local women. The State shall ensure the protection and promotion of the rights and welfare of migrant women regardless of their work status, and protect them against discrimination in wages, conditions of work, and employment opportunities in host countries.

SEC. 23. Right to Livelihood, Credit, Capital, and Technology. – The State shall ensure that women are provided with the following:

(a) Equal access to formal sources of credit and capital;

(b) Equal share to the produce of farms and aquatic resources; and

(c) Employment opportunities for returning women migrant workers taking into account their skills and qualifications. Corollarily, the State shall also promote skills and entrepreneurship development of returning women migrant workers.

SEC. 24. *Right to Education and Training.* – The State shall ensure the following:

(a) Women migrant workers have the opportunity to undergo skills training, if they so desire, before taking on a foreign job, and possible retraining upon return to the country;

(b) Gender-sensitive training and seminars; and

(c) Equal opportunities in scholarships based on merit and fitness especially to those interested in research and development aimed towards women-friendly farm technology.

SEC. 25. *Right to Representation and Participation*. – The State shall ensure women's participation in policy-making or decision-making bodies in the regional, national, and international levels. It shall also ensure the participation of grassroots women leaders in decision and policy-making bodies in their respective sectors including, but not limited to, the Presidential Agrarian Reform Council (PARC) and its local counterparts; community-based resource management bodies or mechanisms on forest management and stewardship; the National Fisheries and Aquatic Resources Management Council (NFARMC) and its local counterparts; the National Commission on Indigenous People; the Presidential Commission for the Urban Poor; the National Anti-Poverty Commission; and, where applicable, the local housing boards.

SEC. 26. *Right to Information.* – Access to information regarding policies on women, including programs, projects, and funding outlays that affect them, shall be ensured.

SEC. 27. *Social Protection.* –

(a) The Social Security System (SSS) and the Philippine Health Insurance Corporation (PhilHealth) shall support indigenous and community-based social protection schemes.

(b) The State shall institute policies and programs that seek to reduce the poverty and vulnerability to risks and enhance the social status and rights of the marginalized women by promoting and protecting livelihood and employment, protecting against hazards and sudden loss of income, and improving people's capacity to manage risks.

(c) The State shall endeavor to reduce and eventually eliminate transfer costs of remittance from abroad through appropriate bilateral and multilateral agreements. It shall likewise provide access to investment opportunities for remittances in line with national development efforts.

(d) The State shall establish a health insurance program for senior citizens and indigents.

(e) The State shall support women with disabilities on a community-based social protection scheme.

SEC. 28. *Recognition and Preservation of Cultural Identity and Integrity.* – The State shall recognize and respect the rights of Moro and indigenous women to practice, promote, protect, and preserve their own culture, traditions, and institutions and to consider these rights in the formulation and implementation of national policies and programs. To this end, the State shall adopt measures in consultation with the sectors concerned to protect their rights to their indigenous knowledge systems and practices, traditional liveli¬hood, and other manifestations of their cultures and ways of life: Provided, That these cultural systems and practices are not discriminatory to women.

SEC. 29. *Peace and Development.* – The peace process shall be pursued with the following considerations:

(a) Increase the number of women participating in discussions and decision-making in the peace process, including membership in peace panels recognizing women's role in conflict-prevention and peace-making and in indigenous system of conflict resolution;

(b) Ensure the development and inclusion of women's welfare and concerns in the peace agenda in the overall peace strategy and women's participation in the planning, implementation, monitoring, and evaluation of rehabilitation and rebuilding of conflict-affected areas;

(c) The institution of measures to ensure the protection of civilians in conflict-affected communities with special consideration for the specific needs of women and girls;

(d) Include the peace perspective in the education curriculum and other educational undertakings; and

(e) The recognition and support for women's role in conflict-prevention, management, resolution and peacemaking, and in indigenous systems of conflict resolution.

SEC. 30. *Women in Especially Difficult Circumstances.* – For purposes of this Act, "Women in Especially Difficult Circumstances" (WEDC) shall refer to victims and survivors of sexual and physical abuse, illegal recruitment, prostitution, trafficking, armed conflict, women in detention, victims and survivors of rape and incest, and such other related circumstances which have incapacitated them functionally. Local government units are therefore mandated to deliver the necessary services and interventions to WEDC under their respective jurisdictions.

SEC. 31. *Services and Interventions*. – WEDC shall be provided with services and interventions as necessary such as, but not limited to, the following:

(a) Temporary and protective custody;
(b) Medical and dental services;
(c) Psychological evaluation;
(d) Counseling;
(e) Psychiatric evaluation;
(f) Legal services;
(g) Productivity skills capability building;
(h) Livelihood assistance;
(i) Job placement;
(j) Financial assistance; and
(k) Transportation assistance.

SEC. 32. *Protection of Girl-Children.* – (a) The State shall pursue measures to eliminate all forms of discrimination against girl-children in education, health and nutrition, and skills development.

(b) Girl-children shall be protected from all forms of abuse and exploitation.

(c) Equal access of Moro and indigenous girl-children in the Madaris, schools of living culture and traditions, and the regular schools shall be ensured.

(d) Gender-sensitive curriculum, including legal literacy, books, and curriculum in the Madaris and schools of living culture and traditions shall be developed.

(e) Sensitivity of regular schools to particular Moro and indigenous practices, such as fasting in the month of Ramadan, choice of clothing (including the wearing of hijab), and availability of halal food shall be ensured.)

SEC. 33. *Protection of Senior Citizens.* – The State shall protect women senior citizens from neglect, abandonment, domestic violence, abuse, exploitation, and discrimination. Towards this end, the State shall ensure special protective mechanisms and support services against violence, sexual abuse, exploitation, and discrimination of older women.

SEC. 34. Women are entitled to the recognition and protection of their rights defined and guaranteed under this Act including their right to nondiscrimination.

SEC. 35. *Discrimination Against Women is Prohibited.* – Public and private entities and individuals found to have committed discrimination against women shall be subject to the sanctions provided in Section 41 hereof. Violations of other rights of women shall be subject to sanctions under pertinent laws and regulations.

CHAPTER VI
INSTITUTIONAL MECHANISMS

SEC. 36. Gender Mainstreaming as a Strategy for Implementing the Magna Carta of Women. – Within a period prescribed in the implementing rules and regulations, the National Commission on the Role of Filipino Women (NCRFW) shall assess its gender mainstreaming program for consistency with the standards under this Act. It shall modify the program accordingly to ensure that it will be an effective strategy for implementing this Act and attaining its objectives.

All departments, including their attached agencies, offices, bureaus, state universities and colleges, government-owned and –controlled corporations, local government units, and other government instrumentalities shall adopt gender mainstreaming as a strategy to promote women's human rights and eliminate gender discrimination in their systems, structures, policies, programs, processes, and procedures which shall include, but not limited to, the following:

(a) Planning, budgeting, monitoring and evaluation for GAD. GAD programs addressing gender issues and concerns shall be designed and implemented based on the mandate of government agencies and local government units, Republic Act No. 7192, gender equality agenda of the government and other GAD-related legislation, policies, and commitments. The development of GAD programs shall proceed from the conduct of a gender audit of the agency or the local government unit and a gender analysis of tis policies, programs, services and the situation of its clientele; the generation and review of sex-disaggregated data; and consultation with gender/women's rights advocates and agency/women clientele. The cost of implementing GAD programs shall be the agency's or the local government unit's GAD budget which shall be at least five percent (5%) of the agency's or the local government unit's total budget appropriations.

Pursuant to Republic Act No. 7192, otherwise known as the Women in Development and Nation Building Act, which allocates five percent (5%) to thirty percent (30%) of overseas development assistance to GAD, government agencies receiving official development assistance should ensure the allocation and proper utilization of such funds to gender-responsive programs that complement the government GAD funds and annually report accomplishments thereof to the National Economic and Development Authority (NEDA) and the Philippine Commission on Women (PCW).
The utilization and outcome of the GAD budget shall be annually monitored and evaluated in terms of its success in influencing the gender-re¬sponsive implementation of agency programs funded by the remaining ninety-five percent (95%) budget.

The Commission on Audit (COA) shall conduct an annual audit on the use of the GAD budget for the purpose of determining its judicious use and the efficiency, and effectiveness of interventions in addressing gender issues towards the realization of the objectives of the country's commitments, plans, and policies on women empowerment, gender equality, and GAD.
Local government units are also encouraged to develop and pass a GAD Code based on the gender issues and concerns in their respective localities based on consultation with their women constituents and the women's

empowerment and gender equality agenda of the government. The GAD Code shall also serve as basis for identifying programs, activities, and projects on GAD.

Where needed, temporary gender equity measures shall be provided for in the plans of all departments, including their attached agencies, offices, bureaus, state universities and colleges, government-owned and –controlled corporations, local government units, and other government instrumentalities. To move towards a more sustainable, gender-responsive, and performance-based planning and budgeting, gender issues and concerns shall be integrated in, among others, the following plans:

(1) Macro socioeconomic plans such as the Medium-Term Philippine Development Plan and Medium-Term Philippine Investment Plan;

(2) Annual plans of all departments, including their attached agencies, offices, bureaus, state universities and college, and government-owned and controlled corporations; and

(3) Local plans and agenda such as executive-legislative agenda, comprehensive development plan (CDP), comprehensive land use plan (CLUP), provincial development and physical development and physical framework plan (PDPFP), and annual investment plan.

(b) Creation and/or Strengthening of the GAD Focal Points (GFP). All departments, including their attached agencies, offices, bureaus, states universities and colleges, government-owned and –controlled corporations, local government units, and other government instrumentalities shall establish or strengthen their GAD Focal Point System or similar GAD mechanism to catalyze and accelerate gender mainstreaming within the agency or local government unit.

The GAD Focal Point System shall be composed of the agency head or local chief executive, an executive committee with an Undersecretary (or its equivalent), local government unit official, or office in a strategic decision-making position as Chair; and a technical working group or secretariat which is composed of representatives from various divisions or offices within the agency or local government unit.

The tasks and functions of the members of the GFP shall form part of their regular key result areas and shall be given due consideration in their performance evaluation.

(c) Generation and Maintenance of Gad Database. All departments, including their attached agencies, offices, bureaus-state universities and colleges, government-owned and –controlled corporations, local government units, and other government instrumentalities shall develop and maintain a GAD database containing gender statistics and sex-disaggregated date that have been systematically gathered, regularly updated, and subjected to gender analysis for planning, programming, and policy formulation.

SEC. 37. *Gender Focal Point Officer in Philippine Embassies and Consulates.* – An officer duly trained on GAD shall be designated as the gender focal point in the consular section of Philippine embassies or consulates. Said officer shall be primarily responsible in handling gender concerns of women migrant workers. Attached agencies shall cooperate in strengthening the Philippine foreign posts' programs for the delivery of services to women migrant workers.

SEC. 38. *National Commission on the Role of Filipino Women (NCRFW).* – The National Commission on the Role of Filipino Women (NCRFW) shall be renamed as the Philippine Commission on Women (PCW), the primary policy-making and coordinating body of the women and gender equality concerns under the Office of the President. The PCW shall be the overall monitoring body and oversight to ensure the implementation of this Act. In doing so, the PCW may direct any government agency and instrumentality, as may be necessary to report on the implementation of this Act and for them to immediately respond to the problems brought to their attention in relation to this Act. The PCW shall also lead in ensuring that government agencies are capacitated on the effective implementation of this Act. The chairperson shall likewise report to the President in Cabinet meetings on the implementation of this Act.

To the extent possible, the PCW shall influence the systems, processes, and procedures of the executive legislative, and judicial branches of government vis-à-vis GAD to ensure the implementation of this Act.

To effectively and efficiently undertake and accomplish its functions, the PCW shall revise its structure and staffing pattern with the assistance of the Department of Budget and Management.

SEC. 39. *Commission on Human Rights (CHR).* – The Commission, acting as the Gender and Development Ombud, consistent with its mandate, shall undertake measures such as the following:

(a) Monitor with the PCW and other state agencies, among others, in developing indicators and guidelines to comply with their duties related to the human rights of women, including their right to nondiscrimination guaranteed under this Act;

(b) Designate one (1) commissioner and/or its Women's Human Rights Center to be primarily responsible for formulating and implementing programs and activities related to the promotion and protection of the human rights of women, including the investigations and complaints of discrimination and violations of their rights brought under this Act and related laws and regulations;

(c) Establish guidelines and mechanisms, among others, that will facilitate access of women to legal remedies under this Act and related laws, and enhance the protection and promotion of the rights of women, especially marginalized women;

(d) Assist in the filing of cases against individuals, agencies, institutions, or establishments that violate the provisions of this Act; and

(e) Recommend to the President of the Philippines or the Civil Service Commission any possible administrative action based on noncompliance or failure to implement the provisions of this Act.

SEC. 40. *Monitoring Progress and Implementation and Impact of this Act.* – The PCW, in coordination with other state agencies and the CHR, shall submit to Congress regular reports on the progress of the implementation of this Act highlighting the impact thereof on the status and human rights of women: Provided, that the second report shall include an assessment of the effectiveness of this Act and recommend amendments to improve its provisions: Provided, finally, That these reports shall be submitted to Congress every three (3) years or as determined in the implementing rules and regulations.

SEC. 41. *Penalties*. – Upon finding of the CHR that a department, agency, or instrumentality of government, government-owned and –controlled corporation, or local government unit has violated any provision of this Act and its implementing rules and regulations, the sanctions under, administrative law, civil service, or other appropriate laws shall be recommended to the Civil Service Commission and/or the Department of the Interior and Local Government. The person directly responsible for the violation as well as the head of the agency or local chief executive shall be held liable under this Act.

If the violation is committed by a private entity or individual, the person directly responsible for the violation shall be liable to pay damages.

Filing a complaint under this Act shall not preclude the offended party from pursuing other remedies available under the law and to invoke any of the provisions of existing laws especially those recently enacted laws protecting women and children, including the Women in Development and Nation Building Act (Republic Act No. 7192). The Special Protection of Children Against Child Abuse, Exploitation and Discrimination Act (Republic Act No. 7610), the Anti-Sexual Harassment Act of 1995 (Republic Act No. 7877), the Anti-Rape Law of 1997 (Republic Act No. 8353), the Rape Victim Assistance and Protection Act of 1998 (Republic Act No. 8505), the Anti-Trafficking in Persons Act of 2003 (Republic Act No. 9208) and the Anti-Violence Against Women and Their Children Act of 2004 (Republic Act No. 9262). If violence has been proven to be perpetrated by agents of the State including, but not limited to, extrajudicial killings, enforced disappearances, torture, and internal displacements, such shall be considered aggravating offenses with corresponding penalties depending on the severity of the offenses.

SEC. 42. *Incentives and Awards.* – There shall be established an incentives and awards systems which shall be administered by a board under such rules and regulations as may be promulgated by the PCW to deserving entities, government agencies, and local government units for their outstanding performance in upholding the rights of women and effective implementation of gender-responsive programs.

SEC. 43. *Funding*. – The initial funding requirements for the implementation of this Act shall be charged against the current appropriations of the agencies concerned. Thereafter, such sums as may be necessary for the implementation of this Act shall be included in the agencies' yearly budgets under the General Appropriations Act.

The State shall prioritize allocation of all available resources to effectively fulfill its obligations specified under this Act. The State agencies' GAD budgets, which shall be at least five percent (5%) of their total budgetary allocation, shall also be utilized for the programs and activities to implement this Act.

SEC. 44. *Implementing Rules and Regulations.* – As the lead agency, the PCW shall, in coordination with the Commission on Human Rights and all concerned government departments and agencies including, as observers, both Houses of Congress through the Committee on Youth, Women and Family Relations (Senate) and the Committee on Women and

Gender Equality (House of Representatives) and with the participation of represen¬tatives from nongovernment organizations (NGOs) and civil society groups with proven track record of involvement and promotion of the rights and welfare of Filipino women and girls identified by the PCW, formulate the implementing rules and regulations (IRR) of this Act within one hundred eighty (180) days after its effectivity.

SEC. 45. S*eparability Clause*. – If any provision or part hereof is held invalid or unconstitutional, the remainder of the law or the provisions not otherwise affected shall remain valid and subsisting.

SEC. 46. *Repealing Clause.* – Any law, presidential decree or issuance, executive order, letter of instruction, administrative order, or regulation contrary to, or inconsistent with, the provisions of this Act is hereby repealed, modified, or amended accordingly.

SEC. 47. *Effectivity Clause.* This Act shall take effect fifteen (15) days after its publication in at least two (2) newspapers of general circulation

Approved,

PROSPERO C. NOGRALES
Speaker of the House of Representatives

JUAN PONCE ENRILE
President of the Senate

This Act is a consolidation of Senate Bill No. 2396 and House Bill no. 4273 was finally passed by the Senate and the House of Representatives

MARILYN B. BARUA-YAP
Secretary General House of Representatives

EMMA LIRIO-REYES
Secretary of the Senate

Approved: **August 14, 2009**

GLORIA MACAPAGAL-ARROYO
President of the Philippines

O

PGMA Hologram # **50428**

Solo Parents' Welfare Act of 2000

(Republic Act No. 8972)

H. No. 10615

Republic of the Philippines
Congress of the Philippines
Metro Manila

Eleventh Congress

Third Regular Session

Begun and held in Metro Manila, on Monday, the twenty-fourth day of July, two thousand.

SENATE OF THE PHILIPPINES
LEGISLATIVE LIBRARY DIV.

[REPUBLIC ACT NO. 8972]

AN ACT PROVIDING FOR BENEFITS AND PRIVILEGES TO SOLO PARENTS AND THEIR CHILDREN, APPROPRIATING FUNDS THEREFOR AND FOR OTHER PURPOSES

Be it enacted by the Senate and House of Representatives of the Philippines in Congress assembled:

SECTION 1. *Title.* - This Act shall be known as the "Solo Parents' Welfare Act of 2000."

SEC. 2. *Declaration of Policy.* - It is the policy of the State to promote the family as the foundation of the nation, strengthen its solidarity and ensure its total development. Towards this end, it shall develop a comprehensive program of services for solo parents and their children to be carried out by the Department of Social Welfare and Development (DSWD), the Department of Health (DOH), the Department of Education, Culture and Sports (DECS), the Department of the Interior and Local Government (DILG), the Commission on Higher Education (CHED), the

Technical Education and Skills Development Authority (TESDA), the National Housing Authority (NHA), the Department of Labor and Employment (DOLE) and other related government and nongovernment agencies.

SEC. 3. *Definition of Terms*. - Whenever used in this Act, the following terms shall mean as follows:

(a) "Solo parent" - any individual who falls under any of the following categories:

(1) A woman who gives birth as a result of rape and other crimes against chastity even without a final conviction of the offender: *Provided,* That the mother keeps and raises the child;

(2) Parent left solo or alone with the responsibility of parenthood due to death of spouse;

(3) Parent left solo or alone with the responsibility of parenthood while the spouse is detained or is serving sentence for a criminal conviction for at least one (1) year;

(4) Parent left solo or alone with the responsibility of parenthood due to physical and/or mental incapacity of spouse as certified by a public medical practitioner;

(5) Parent left solo or alone with the responsibility of parenthood due to legal separation or *de facto* separation from spouse for at least one (1) year, as long as he/she is entrusted with the custody of the children;

(6) Parent left solo or alone with the responsibility of parenthood due to declaration of nullity or annulment of marriage as decreed by a court or by a church as long as he/she is entrusted with the custody of the children;

(7) Parent left solo or alone with the responsibility of parenthood due to abandonment of spouse for at least one (1) year;

(8) Unmarried mother/father who has preferred to keep and rear her/his child/children instead of having others care for them or give them up to a welfare institution;

(9) Any other person who solely provides parental care and support to a child or children;

(10) Any family member who assumes the responsibility of head of family as a result of the death, abandonment, disappearance or prolonged absence of the parents or solo parent.

A change in the status or circumstance of the parent claiming benefits under this Act, such that he/she is no longer left alone with the responsibility of parenthood, shall terminate his/her eligibility for these benefits.

(b) "Children" - refer to those living with and dependent upon the solo parent for support who are unmarried, unemployed and not more than eighteen (18) years of age, or even over eighteen (18) years but are incapable of self-support because of mental and/or physical defect/disability.

(c) "Parental responsibility" - with respect to their minor children shall refer to the rights and duties of the parents as defined in Article 220 of Executive Order No. 209, as amended, otherwise known as the "Family Code of the Philippines."

(d) "Parental leave" - shall mean leave benefits granted to a solo parent to enable him/her to perform parental duties and responsibilities where physical presence is required.

(e) "Flexible work schedule" - is the right granted to a solo parent employee to vary his/her arrival and departure time without affecting the core work hours as defined by the employer.

SEC. 4. *Criteria for Support*. - Any solo parent whose income in the place of domicile falls below the poverty threshold as set by the National Economic and Development Authority (NEDA) and subject to the assessment of the DSWD worker in the area shall be eligible for assistance: *Provided, however,* That any solo parent whose income is above the poverty threshold shall enjoy the benefits mentioned in Sections 6, 7 and 8 of this Act.

SEC. 5. *Comprehensive Package of Social Development and Welfare Services*. - A comprehensive package of social development and welfare services for solo parents and their families will be developed by the DSWD, DOH, DECS, CHED, TESDA, DOLE, NHA and DILG, in coordination with local government units and a nongovernmental organization with proven track record in providing services for solo parents.

The DSWD shall coordinate with concerned agencies the implementation of the comprehensive package of social development and welfare services for solo parents and their families. The package will initially include:

(a) Livelihood development services which include trainings on livelihood skills, basic business management, value orientation and the provision of seed capital or job placement.

LEGISLATIVE LIBRARY SENATE OF THE PHILIPPINES

(b) Counseling services which include individual, peer group or family counseling. This will focus on the resolution of personal relationship and role conflicts.

(c) Parent effectiveness services which include the provision and expansion of knowledge and skills of the solo parent on early childhood development, behavior management, health care, rights and duties of parents and children.

(d) Critical incidence stress debriefing which include preventive stress management strategy designed to assist solo parents in coping with crisis situations and cases of abuse.

(e) Special projects for individuals in need of protection which include temporary shelter, counseling, legal assistance, medical care, self-concept or ego-building, crisis management and spiritual enrichment.

SEC. 6. *Flexible Work Schedule.* - The employer shall provide for a flexible working schedule for solo parents: *Provided,* That the same shall not affect individual and company productivity: *Provided, further,* That any employer may request exemption from the above requirements from the DOLE on certain meritorious grounds.

SEC. 7. *Work Discrimination.* - No employer shall discriminate against any solo parent employee with respect to terms and conditions of employment on account of his/her status.

SEC. 8. *Parental Leave.* - In addition to leave privileges under existing laws, parental leave of not more than seven (7) working days every year shall be granted to any solo parent employee who has rendered service of at least one (1) year.

SEC. 9. *Educational Benefits.* - The DECS, CHED and TESDA shall provide the following benefits and privileges:

(1) Scholarship programs for qualified solo parents and their children in institutions of basic, tertiary and technical/skills education; and

(2) Nonformal education programs appropriate for solo parents and their children.

The DECS, CHED and TESDA shall promulgate rules and regulations for the proper implementation of this program.

SEC. 10. *Housing Benefits.* - Solo parents shall be given allocation in housing projects and shall be provided with liberal terms of payment on said government low-cost housing projects in accordance

with housing law provisions prioritizing applicants below the poverty line as declared by the NEDA.

SEC. 11. *Medical Assistance.* - The DOH shall develop a comprehensive health care program for solo parents and their children. The program shall be implemented by the DOH through their retained hospitals and medical centers and the local government units (LGUs) through their provincial/district/city/municipal hospitals and rural health units (RHUs).

SEC. 12. *Additional Powers and Functions of the DSWD.* - The DSWD shall perform the following additional powers and functions relative to the welfare of solo parents and their families:

(a) Conduct research necessary to: (1) develop a new body of knowledge on solo parents; (2) define executive and legislative measures needed to promote and protect the interest of solo parents and their children; and (3) assess the effectiveness of programs designed for disadvantaged solo parents and their children;

(b) Coordinate the activities of various governmental and nongovernmental organizations engaged in promoting and protecting the interests of solo parents and their children; and

(c) Monitor the implementation of the provisions of this Act and suggest mechanisms by which such provisions are effectively implemented.

SEC. 13. *Implementing Rules and Regulations.* - An interagency committee headed by the DSWD, in coordination with the DOH, DECS, CHED, TESDA, DOLE, NHA, and DILG is hereby established which shall formulate, within ninety (90) days upon the effectivity of this Act, the implementing rules and regulations in consultation with the local government units, nongovernment organizations and people's organizations.

SEC. 14. *Appropriations.* - The amount necessary to carry out the provisions of this Act shall be included in the budget of concerned government agencies in the General Appropriations Act of the year following its enactment into law and thereafter.

SEC. 15. *Repealing Clause.* - All laws, decrees, executive orders, administrative orders or parts thereof inconsistent with the provisions of this Act are hereby repealed, amended or modified accordingly.

SEC. 16. *Separability Clause.* - If any provision of this Act is held invalid or unconstitutional, other provisions not affected thereby shall continue to be in full force and effect.

LEGISLATIVE LIBRARY SENATE OF THE PHILIPPINES

SEC. 17. *Effectivity Clause.* - This Act shall take effect fifteen (15) days following its complete publication in the *Official Gazette* or in at least two (2) newspapers of general circulation.

Approved,

MANUEL B. VILLAR, JR.
Speaker of the House of Representatives

FRANKLIN M. DRILON
President of the Senate

This Act, which is a consolidation of Senate Bill No. 1404 and House Bill No. 10615 was finally passed by the Senate and the House of Representatives on August 30, 2000 and September 26, 2000, respectively.

ROBERTO P. NAZARENO
Secretary General
House of Representatives

EMMA LIRIO REYES
Acting Secretary of the Senate

LEGISLATIVE LIBRARY
SENATE OF THE PHILIPPINES

Approved: NOV 07 2000

JOSEPH EJERCITO ESTRADA
President of the Philippines

PJEE Hologram #21415

105-Day Expanded Maternity Leave Law

(Republic Act No. 11210)

S. No. 1305
H. No. 4113

Republic of the Philippines
Congress of the Philippines
Metro Manila

Seventeenth Congress

Third Regular Session

Begun and held in Metro Manila, on Monday, the twenty-third day of July, two thousand eighteen.

[REPUBLIC ACT NO. **11210**]

AN ACT INCREASING THE MATERNITY LEAVE PERIOD TO ONE HUNDRED FIVE (105) DAYS FOR FEMALE WORKERS WITH AN OPTION TO EXTEND FOR AN ADDITIONAL THIRTY (30) DAYS WITHOUT PAY, AND GRANTING AN ADDITIONAL FIFTEEN (15) DAYS FOR SOLO MOTHERS, AND FOR OTHER PURPOSES

Be it enacted by the Senate and House of Representatives of the Philippines in Congress assembled:

SECTION 1. *Short Title.* – This Act shall be known and cited as the "105-Day Expanded Maternity Leave Law".

SEC. 2. *Declaration of Policy.* – It is the declared policy of the State under Article XIII, Section 14 of the 1987 Constitution to protect and promote the rights and welfare of working women, taking into account their maternal functions, and to provide an enabling environment in which their full potential can be achieved.

Article II, State Policies, Section 12 of the 1987 Constitution provides that the State recognizes the sanctity of family life and shall protect and strengthen the family as the basic autonomous social institution and that it shall equally protect the life of the mother and the life of the unborn from conception. Moreover, Sections 17 and 22 of Republic Act No. 9710, otherwise known as "The Magna Carta of Women", provides for women's rights to health and decent work.

To achieve these, and in recognition of women's maternal function as a social responsibility, the State shall institutionalize a mechanism to expand the maternity leave period of women workers. This will provide them with ample transition time to regain health and overall wellness as well as to assume maternal roles before resuming paid work. This Act is consistent with local and international legal instruments that protect and promote the rights of women.

SEC. 3. *Grant of Maternity Leave.* – All covered female workers in government and the private sector, including those in the informal economy, regardless of civil status or the legitimacy of her child, shall be granted one hundred five (105) days maternity leave with full pay and an option to extend for an additional thirty (30) days without pay: *Provided,* That in case the worker qualifies as a solo parent under Republic Act No. 8972, or the "Solo Parents' Welfare Act", the worker shall be granted an additional fifteen (15) days maternity leave with full pay.

Enjoyment of maternity leave cannot be deferred but should be availed of either before or after the actual period of delivery in a continuous and uninterrupted manner, not exceeding one hundred five (105) days, as the case may be.

Maternity leave shall be granted to female workers in every instance of pregnancy, miscarriage or emergency termination of pregnancy, regardless of frequency: *Provided,* That for cases of miscarriage or emergency termination of pregnancy, sixty (60) days maternity leave with full pay shall be granted.

SEC. 4. *Maternity Leave for Female Workers in the Public Sector.* – Any pregnant female worker in the government service, regardless of employment status, in National Government Agencies (NGAs), Local Government Units (LGUs), Government-Owned or -Controlled Corporations (GOCCs), or State Universities and Colleges (SUCs), shall be granted a maternity leave of one hundred five (105) days with full pay regardless if the delivery was normal or caesarian: *Provided,* That, in case the employee qualifies as a solo parent under Republic Act No. 8972, or the "Solo Parents' Welfare Act", the employee shall be paid an additional maternity benefit of fifteen (15) days. An additional maternity leave of thirty (30) days, without pay, can be availed of, at the option of the female worker: *Provided, further,* That, the head of the agency shall be given due notice, in writing, at least forty-five (45) days before the end of her maternity leave: *Provided, finally,* That no prior notice shall be necessary in the event of a medical emergency but subsequent notice shall be given to the head of the agency.

Maternity leave of sixty (60) days, with full pay, shall be granted for miscarriage or emergency termination of pregnancy.

SEC. 5. *Maternity Leave for Female Workers in the Private Sector.* – Any pregnant female worker in the private sector shall be granted a maternity leave of one hundred five (105) days with full pay, regardless of whether she gave birth via caesarian section or natural delivery, while maternity leave of sixty (60) days with full pay shall be granted for miscarriage or emergency termination of pregnancy.

(a) A female Social Security System (SSS) member who has paid at least three (3) monthly contributions in the twelve (12)-month period immediately preceding the semester of her childbirth, miscarriage, or emergency termination of pregnancy shall be paid her daily maternity benefit which shall be computed based on her average monthly salary credit for one hundred five (105) days, regardless of whether she gave birth via caesarian section or natural delivery, subject to the following conditions:

(1) That the female worker shall have notified her employer of her pregnancy and the probable date of her childbirth, which notice shall be transmitted to the SSS in accordance with the rules and regulations it may provide;

(2) That the full payment shall be advanced by the employer within thirty (30) days from the filing of the maternity leave application;

(3) That payment of daily maternity benefits shall be a bar to the recovery of sickness benefits provided under Republic Act No. 1161, as amended, for the same period for which daily maternity benefits have been received;

(4) That the SSS shall immediately reimburse the employer of one hundred percent (100%) of the amount of maternity benefits advanced to the female worker by the employer upon receipt of satisfactory and legal proof of such payment; and

(5) That if a female worker should give birth or suffer a miscarriage or emergency termination of pregnancy without the required contributions having been remitted for her by her employer to the SSS, or without the latter having been previously notified by the employer of the time of the pregnancy, the employer shall pay to the SSS damages equivalent to the benefits which said female member would otherwise have been entitled to.

In case the employee qualifies as a solo parent under Republic Act No. 8972, or the "Solo Parents' Welfare Act", the employee shall be paid an additional maternity benefit of fifteen (15) days.

(b) An additional maternity leave of thirty (30) days, without pay, can be availed of, at the option of the female worker: *Provided,* That the employer shall be given due notice, in writing, at least forty-five (45) days before the end of her maternity leave: *Provided, further,* That no prior notice shall be necessary in the event of a medical emergency but subsequent notice shall be given to the head of the agency.

(c) Workers availing of the maternity leave period and benefits must receive their full pay. Employers from the private sector shall be responsible for payment of the salary differential between the actual cash benefits received from the SSS by the covered female workers and their average weekly or regular wages, for the entire duration of the maternity leave, with the following exceptions, subject to the guidelines to be issued by the Department of Labor and Employment (DOLE):

(1) Those operating distressed establishments;

(2) Those retail/service establishments and other enterprises employing not more than ten (10) workers;

(3) Those considered as micro-business enterprises and engaged in the production, processing, or manufacturing of products or commodities including agro-processing, trading, and services, whose total assets are not more than Three million pesos (P3,000,000.00); and

(4) Those who are already providing similar or more than the benefits herein provided.

Provided, That said exemptions shall be subject to an annual submission of a justification by the employer claiming exemption for the approval of the DOLE.

SEC. 6. *Allocation of Maternity Leave Credits.* – Any female worker entitled to maternity leave benefits as provided for herein may, at her option, allocate up to seven (7) days of said benefits to the child's father, whether or not the same is married to the female worker: *Provided,* That in the death, absence, or incapacity of the former, the benefit may be allocated to an alternate caregiver who may be a relative within the fourth degree of consanguinity or the current partner of the female worker sharing the same household, upon the election of the mother taking into account the best interests of the child: *Provided, further,* That written notice thereof is provided to the employers of the female worker and alternate caregiver: *Provided, furthermore,* That this benefit is over and above that which is provided under Republic Act

No. 8187, or the "Paternity Leave Act of 1996": *Provided, finally,* That in the event the beneficiary female worker dies or is permanently incapacitated, the balance of her maternity leave benefits shall accrue to the father of the child or to a qualified caregiver as provided above.

SEC. 7. *Maternity Leave for Women Regardless of Civil Status.* – All female workers in the government and female members of the SSS, regardless of their civil status, shall be granted maternity leave, with full pay, upon compliance with the preceding section.

SEC. 8. *Maternity Leave With Pay in Case of Childbirth, Miscarriage, or Emergency Termination of Pregnancy After the Termination of an Employee's Service.* – Maternity leave with full pay shall be granted even if the childbirth, miscarriage, or emergency termination of pregnancy occurs not more than fifteen (15) calendar days after the termination of an employee's service, as her right thereto has already accrued: *Provided,* That such period is not applicable when the employment of the pregnant woman worker has been terminated without just cause, in which case the employer will pay her the full amount equivalent to her salary for one hundred five (105) days for childbirth and sixty (60) days for miscarriage or emergency termination of pregnancy based on her full pay, in addition to the other applicable daily cash maternity benefits that she should have received had her employment not been illegally terminated.

SEC. 9. *Maternity Leave Credits.* – The maternity leave can be credited as combinations of prenatal and postnatal leave as long as it does not exceed one hundred five (105) days and provided that compulsory postnatal leave shall not be less than sixty (60) days.

SEC. 10. *Maternity Leave Benefits for Women in the Informal Economy and Voluntary Contributors to the SSS.* – Maternity benefits shall cover all married and unmarried women, including female workers in the informal economy.

Female workers in the informal economy are entitled to maternity leave benefits if they have remitted to the SSS at least three (3) monthly contributions in the twelve (12)-month period immediately preceding the semester of her childbirth, miscarriage, or emergency termination of pregnancy.

SEC. 11. *Maternity Benefits for Female Workers Who are Non-Members of the SSS.* – Female workers who are neither voluntary nor regular members of the SSS shall be governed by the Philippine Health Insurance Corporation (PhilHealth) Circular No. 022-2014 or the "Social Health Insurance Coverage and Benefits for Women About to Give Birth".

SEC. 12. *Maternity Leave of a Female Worker With Pending Administrative Case.* – The maternity leave benefits granted under this Act shall be enjoyed by a female worker in the government service and in the private sector even if she has a pending administrative case.

SEC. 13. *Maternity Leave for Female National Athletes.* – In the event a national athlete becomes pregnant, she will be referred to the team physician or an accredited physician of the Philippine Sports Commission (PSC) or an obstetrician-gynecologist to determine her fitness to continue training. She will be allowed to participate in all team-related activities, unless the physician advises that participation is not medically safe or should be limited. Upon medical advice, she shall go on maternity leave until cleared to return to training. She shall continue receiving her allowance and be entitled to the same benefits while on maternity leave prior to childbirth and up to six (6) months after, unless she can resume sooner as advised by her physician, in which case, she will be entitled to the allowance and benefits she had prior to pregnancy: *Provided,* That a female national athlete employed in the public sector shall not receive double compensation or benefits.

SEC. 14. *Non-Diminution of Benefits.* – Nothing in this Act shall be construed as to diminish existing maternity benefits currently enjoyed whether or not these are granted under collective bargaining agreements (CBA) or present laws, if the same are more beneficial to the female worker. Any other working arrangement which the female worker shall agree to, during the additional maternity leave period, shall be allowed: *Provided,* That this shall be consented to in

writing by the female worker and shall primarily uphold her maternal functions and the requirements of postnatal care.

SEC. 15. *Security of Tenure.* – Those who avail of the benefits of this Act, whether in the government service or private sector, shall be assured of security of tenure. As such, the exercise of this option by them shall not be used as basis for demotion in employment or termination. The transfer to a parallel position or reassignment from one organizational unit to another in the same agency or private enterprise shall be allowed: *Provided,* That it shall not involve a reduction in rank, status, salary, or otherwise amount to constructive dismissal.

SEC. 16. *Non-Discrimination.* – No employer whether in the public or private sector shall discriminate against the employment of women in order to avoid the benefits provided for in this Act.

SEC. 17. *Periodic Review.* – The Civil Service Commission (CSC), the DOLE, the SSS, and the Gender Ombud of the Commission on Human Rights (CHR), in consultation with trade unions, labor organizations, and employers' representatives shall within one (1) month after the effectivity of this Act conduct a review of the maternity leave benefits of female workers in the government service and the private sector, respectively. Thereafter, they shall include maternity leave benefits in their valuation report conducted every four (4) years for the SSS and the DOLE and every three (3) years for the CSC, or more frequently as may be necessary, with the end in view of meeting the needs of pregnant women and newly-born infants, and improving their welfare.

SEC. 18. *Penalties.* – Whoever fails or refuses to comply with the provisions of this Act shall be punished by a fine of not less than Twenty thousand pesos (P20,000.00) nor more than Two hundred thousand pesos (P200,000.00), and imprisonment of not less than six (6) years and one (1) day nor more than twelve (12) years or both. If the act or omission penalized by this Act shall be committed by an association, partnership, corporation, or any other institution, its managing

head, directors, or partners shall be liable to the penalties provided in this Act for the offense.

Failure on the part of any association, partnership, corporation, or private enterprise to comply with the provisions of this Act shall be a ground for non-renewal of business permits.

SEC. 19. *Implementing Rules and Regulations.* – The CSC, the DOLE, and the SSS shall issue the necessary rules and regulations for the effective implementation of this Act within sixty (60) days from the effectivity of the same.

SEC. 20. *Separability Clause.* – If any provision of this Act is declared unconstitutional or otherwise invalid, the validity of the other provisions shall not be affected thereby.

SEC. 21. *Repealing Clause.* – All laws, decrees, orders, rules and regulations or parts thereof inconsistent with this Act are hereby repealed or modified accordingly.

SEC. 22. *Effectivity.* – This Act shall take effect after fifteen (15) days from its publication in the *Official Gazette* or in a newspaper of general circulation.

Approved,

GLORIA MACAPAGAL-ARROYO
Speaker of the House of Representatives

VICENTE C. SOTTO III
President of the Senate

This Act which is a consolidation of Senate Bill No. 1305 and House Bill No. 4113 was passed by the Senate and the House of Representatives on November 14, 2018 and November 19, 2018, respectively.

DANTE ROBERTO P. MALING
Acting Secretary General
House of Representatives

MYRA MARIE D. VILLARICA
Secretary of the Senate

Approved: FEB 2 0 2019

RODRIGO ROA DUTERTE
President of the Philippines

O

REPUBLIC OF THE PHILIPPINES
PRRD 2016 - 009449

Office of the President
MALACAÑANG RECORDS OFFICE
CERTIFIED COPY
for: ATTY. CONCEPCION ZENY E. FERROLINO-ENAD
DIRECTOR IV
2-21-2019

ATTACHMENTS FOR VALIDATION

AY 2025-2026

5.6.1

Policy of Non-Discrimination Against Women

Board of Trustees (BoT) Resolution

re: Approving the DdOSC GAD Agenda for 2023-2028

DAVAO DE ORO STATE COLLEGE

Board of Trustees

Excerpt from the Minutes of the 36th Regular Davao de Oro State College Board of Trustees Meeting held on the 4th day of August 2022, at Davao del Sur State College, Digos City, Davao del Sur.

Resolution No. 37, series of 2022

A RESOLUTION APPROVING THE DAVAO DE ORO STATE COLEGE (DDOSC) GENDER AND DEVELOPMENT (GAD) AGENDA 2023-2028

WHEREAS, the Commission on Higher Education through CHED Memorandum No. 1 series of 2015, directs all Higher Education Institutions (HEIs) – both public and private, including the Davao de Oro State College (DDOSC) to institutionalize the mandates of Gender and Development;

WHEREAS, as Davao de Oro State College (DDOSC) is geared towards becoming a gender-sensitive and gender-responsive community, the DDOSC GAD Agenda 2023-2028 is the college's GAD Strategic Development Plan and was developed and approved as a "roadmap" for translating the policy into concrete actions. It included departmental commitments and actions to increase awareness in addressing gender concerns;

WHEREAS, The DDOSC GAD Agenda 2023-2028 takes a task-oriented approach that takes into consideration DDOSC's special role in a rapidly changing world, and its move towards greater responsibility as a prime mover for gender and development in the community;

WHEREAS, it proposes a renewed commitment to gender mainstreaming and identifies a balanced set of activities through which DDOSC operations will continue to lead to tangible gender equality and women's empowerment results;

WHEREAS, this is considered as the most comprehensive Strategic Development Plan for DDOSC as this is the first GAD Agenda of DDOSC;

WHEREAS, this DDOSC GAD Agenda will set out the aspiration of the College to become a gender-responsive and gender-sensitive community through mainstreaming gender and development in all programs of the College and provide gender-responsive and innovative policies and programs towards women empowerment and gender equality.

WHEREAS, there are four (4) key areas that gender and development will be mainstreamed – policy, people, mechanisms, and PAPs – all are included with projects, plans, and activities within six (6) years of implementation;

NOW, THEREFORE:

BE IT RESOLVED, AS IT IS HEREBY RESOLVED, Upon the motion made by Hon. Maria Lourdes D. Lim duly, seconded by Hon. Rowee Joy S. Decena, the DDOSC Board of Trustees hereby approved the Davao de Oro State College (DDOSC) Gender and Development (GAD) Agenda 2023-2028;

Approved and adopted during the 36th Regular Davao de Oro State College Board of Trustees Meeting held on the 4th day of August 2022, at Davao del Sur State College.

I HEREBY CERTIFY to the correctness of the above-quoted resolution.

JOSHUA P. ELARDO, LPT
College and Board Secretary Designate

	ACTION TAKEN	
	APPROVED	**DISAPPROVED**
HON. ALDRIN A. DARILAG Chair, DDOSC Board of Trustees Commissioner, Commission on Higher Education		
HON. CHRISTIE JEAN V. GANIERA Vice-Chair, DDOSC Board of Trustees President, Davao de Oro State College	Digitally signed by Ganiera Christie Jean Villanueva Date: 2022.08.12 14:35:58 +08'00'	
HON. FRANCIS "CHIZ" G. ESCUDERO Member, DDOSC Board of Trustees Chair, Senate Committee on Higher, Technical, and Vocational Education		
HON. MARQUEZ O. GO Member, DDOSC Board of Trustees Chair, HOR Committee on Higher and Technical Education		
HON. MARIA LOURDES D. LIM Member, DDOSC Board of Trustees Regional Director, NEDA ROXI		
HON. ANTHONY C. SALES Member, DDOSC Board of Trustees Regional Director, DOST ROXI		
HON. ROWEE JOY S. DECENA Member, DDOSC BOT Faculty Representative		
HON. ANDREY SHERBETH ERANA Member, DDOSC BOT Alumni Representative		
HON. VINCENT R. DEGUINION Member, DDOSC BOT Student Representative		
HON. RANDOLPH F. ALONZO Member, DDOSC BOT Private Sector Representative		
HON. DEXTER ANGELO V. JOCOM Member, DDOSC BOT Private Sector Representative		

Gender Analysis with Certification

Republic of the Philippines
DAVAO DE ORO STATE COLLEGE
Compostela, Davao de Oro
www.cvsc.edu.ph | gad@ddosc.edu.ph

GENDER AND DEVELOPMENT SECTION

CERTIFICATION

This is to certify that the **DAVAO DE ORO STATE COLLEGE GENDER AND DEVELOPMENT AGENDA 2022-2027** has undergone gender analysis through the Gender and Development Section of the Davao de Oro State College.

With the use of the ***Box 7*** of the ***Harmonized Gender and Development Guidelines for Project Development, Implementation, Management, Monitoring and Evaluation*** crafted by the National Economic and Development Authority (NEDA), Philippine Commission on Women (PCW), and Official Development Assistance Gender and Development Network (ODA-GAD Network), the said policy scored **20.00** points, which means that **the policy is gender-responsive**.

Attached are the accomplished Box 7 checklist and other supporting documents.

This certification is issued on April 05, 2022 at Davao de Oro State College for whatever legal purposes this may serve.

PEDRO P. RAYMUNDE JR., MAEd
GAD Focal Person

VISION

A proactive academic pillar of development in the ASEAN Region.

MISSION

DDOSC shall provide golden opportunities to its stakeholders toward producing globally competent graduates, relevant and responsive research, extension, and production services anchored on good governance.

GOALS

- Quality Instruction
- Relevant and Responsive Research, Extension and Production Services
- Effective and Efficient Resource Management

Box 7. Summary checklist for the assessment of proposed projects

Element and item/question (col.1)	Done? (col. 2)			Score for an item/ element* (col. 3)	Results or comments (col. 4)
	No (2a)	Partly (2b)	Yes (2c)		
1.0 Involvement of women and men (max score: 2; 1 for each item)				**2.0**	There is an opportunity for women and men to participate in the preparation of the strategic plan.
1.1 Participation of women and men in beneficiary groups in problem identification (possible scores: 0, 0.5, 1.0)			1.0		
1.2 Participation of women and men in beneficiary groups in project design (possible scores: 0, 0.5, 1.0)			1.0		
2.0 Collection of sex-disaggregated data and gender-related information (possible scores: 0, 1.0, 2.0)			2.0	**2.0**	There is an available sex-dissagregate data for the target beneficiaries.
3.0 Conduct of gender analysis and identification of gender issues (max score: 2; 1 for each item)				**2.0**	Issues relating to gender and development were identified through GMEF.
3.1 Analysis of gender gaps and inequalities related to gender roles, perspectives and needs, or access to and control of resources (possible scores: 0, 0.5, 1.0)			1.0		
3.2 Analysis of constraints and opportunities related to women and men's participation in the project (possible scores: 0, 0.5, 1.0)			1.0		
4.0 Gender equality goals, outcomes, and outputs (possible scores: 0, 1.0, 2.0) *Does the project have clearly stated gender equality goals, objectives, outcomes, or outputs?*			**2.0**	**2.0**	The goals are stated.
5.0 Matching of strategies with gender issues (possible scores: 0, 1.0, 2.0) *Do the strategies and activities match the gender issues and gender equality goals identified?*			2.0	**2.0**	Strategies to address the gender issues are included.
6.0 Gender analysis of likely impacts of the project (max score: 2; for each item or question, 0.67)				**2.0**	There is an available sex-dissagregate data for the target beneficiaries.
6.1 Are women and girl children among the direct or indirect beneficiaries? (Possible scores: 0, 0.33, 0.67)			0.67		
6.2 Has the project considered its long-term impact on women's socioeconomic status and empowerment? (Possible scores: 0, 0.33, 0.67)			0.67		
6.3 Has the project included strategies for avoiding or minimizing negative impact on women's status and welfare? (Possible scores: 0, 0.33, 0.67)			0.67		
7.0 Monitoring targets and indicators (possible scores: 0, 1.0, 2.0) *Does the project include gender equality targets and indicators to measure gender equality outputs and outcomes?*			**2.0**	**2.0**	Equal utilization, organization, and participation in the

					implementation of the policy is guaranteed.
8.0 Sex-disaggregated database requirement (possible scores: 0, 1.0, 2.0) *Does the project M&E system require sex-disaggregated data to be collected?*				**2.0**	There is an existing sex-disaggregated data. Also, with the project, it will require the Office to collect sex-disaggregated data as it is a policy related to admission requirements.
9.0 Resources (max score: 2; for each question, 1)				**2.0**	The policy is under the Chief for Administration and Finance, thus, it has an allotted budget. Also, it will create better academic opportunities for women and men.
9.1 Is the project's budget allotment sufficient for gender equality promotion or integration? OR will the project tap counterpart funds from LGUs/partners for its GAD efforts? (Possible scores: 0, 0.5, 1.0)			1.0		
9.2 Does the project have the expertise in promoting gender equality and women's empowerment? OR does the project commit itself to investing project staff time in building capacities within the project to integrate GAD or promote gender equality? (Possible scores: 0, 0.5, 1.0)			1.0		
10.0 Relationship with the agency's GAD efforts (max score: 2; for each question or item, 0.67)				**2.0**	This policy will strengthen the roles of women and provide equal opportunities to any gender.
10.1 Will the project build on or strengthen the agency/ NCRFW/ government's commitment to the empowerment of women? (Possible scores: 0, 0.33, 0.67) *IF THE AGENCY HAS NO GAD PLAN: Will the project help in the formulation of the implementing agency's GAD plan?*			0.67		
10.2 Will the project build on the initiatives or actions of other organizations in the area? (Possible scores: 0, 0.33, 0.67)			0.67		
10.3 Does the project have an exit plan that will ensure the sustainability of GAD efforts and benefits? (Possible scores: 0, 0.33, 0.67)			0.67		
TOTAL GAD SCORE – PROJECT IDENTIFICATION AND DESIGN STAGES				**20.00**	The proposed project is gender-responsive.

Evaluated by:

PEDRO P. RAYMUNDE JR., MAED
GAD Focal Person

GUIDE FOR ACCOMPLISHING THE GAD CHECKLISTS

PROJECT DEVELOPMENT STAGE

The GAD checklist for project development contains 10 requirements for a gender-responsive project design (see Box 7). Project proponents and evaluators of the project proposal must ascertain whether each of the requirements has been met and in what degree these have been complied with. There are three possible responses to the question "Has the required activity been done?" These are *no*, *partly*, and *fully*.

1. Put a check ☑ in the appropriate column (2a to 2c) under "Done?" to signify the degree in which a project proponent has complied with the GAD element: under col. 2a if nothing has been done; under col. 2b if an element, item, or question has been partly complied with; and under col. 2c if an element, item, or question has been fully complied with.
2. A partial and a full yes may be distinguished as follows.
    a. For *Element 1.0*, a "partly yes" to Item 1.1 means meeting only with male officials, with the exception of a woman or a few women, who also happen to be officials in the proponent or partner agency or organization: or with male and female officials and some male beneficiaries. In contrast, full compliance involves meeting with female and male officials and consulting with other stakeholders, including women and men that could be affected positively or negatively by the proposed project. A "partly yes" to Item 1.2, on the other hand, means that inputs or suggestions might have been sought from woman and man beneficiaries but not considered at all in designing project activities and facilities.
    b. For *Element 2.0*, "partly yes" means some information has been classified by sex, but this may not be key data that will help identify key gender issues that a planned project must address. In contrast, a full "yes" requires that qualitative and quantitative data are cited in the analysis of the development issue or project.
    c. For *Element 3.0*, a "partly yes" to Item 3.1 means a superficial or partial analysis has been done by focusing on only one or two of the concerns (gender roles, needs, perspectives, or access to and control of resources) while a "partly yes" to Item 3.2 means that an analysis of either constraints or opportunities, instead of both, or an analysis of constraints and opportunities only by women or by men, has been done.
    d. For *Element 4.0*, "partly yes" means having a gender equality statement incorporated in any of the following levels: goal, purpose, or output. A full "yes" requires the integration of gender equality in at least two of the three levels.
    e. For *Element 5.0*, "partly yes" means having gender equality strategies or activities, but no stated gender issues that will match the activities, while a full "yes" requires an identified gender issue and activities that seek to address this issue.
    f. For *Element 6.0*, a "partly yes" to Item 6.1 means women or girls comprise less than a third of the project's indirect or direct beneficiaries. To Item 6.2, it means the project focuses on affecting socioeconomic status with no consideration to women's empowerment. To Item 6.3, it means mitigating strategies deal only with minimizing negative impact on welfare, with disregard to status. A full "yes" to an item under Element 6.0 means women or girls constitute at least a third of the project beneficiaries (Item 6.1), the project will impact on both material condition and status (6.2), and the project seeks to minimize negative impact on women's

status as well as welfare (6.3).

g. For *Element 7.0*, "partly yes" means the project monitoring plan includes indicators that are sex-disaggregated, with no qualitative indicator of empowerment or status change.

h. For *Element 8.0*, "partly yes" means the project requires the collection of some sex-disaggregated data or information, but not all the information that will track the gender-differentiated effects of the project. A full "yes" means all sex-disaggregated data and qualitative information will be collected to help monitor the GAD outcome and output results.

i. For *Element 9.0*, "partly yes" means there is a budget for GAD-related activities but not sufficient to ensure that the project will address relevant gender issues (9.1), or to build GAD capacities among project staff or the project agency, or to tap external GAD expertise (9.2).

j. For *Element 10.0*, a "partly yes" to Item 10.1 means there is mention of the agency's GAD plan but no direct connection is made to incorporate the project's GAD efforts into the plan. To Item 10.2, there is mention of other GAD initiatives in the project coverage but no indication of how the project will build on these initiatives. To Item 10.3, it means the project has a sustainability plan for its GAD efforts but there is no mention of how these could be institutionalized within the implementing agency or its partners.

3. Enter the appropriate score for an element or item under column 3.

   a. To ascertain the score for a GAD element, a three-point rating scale is provided: "0" when the proponent has not accomplished any of the activities or questions listed under an element or requirement; a score that is less than the stated maximum when compliance is only partial; and "2" (for the element or requirement), or the maximum score for an item or question, when the proponent has done all the required activities.

   b. The scores for "partly yes" differ by element. For instance, the score for "partly yes" for Elements 2.0, 4.0, 5.0, 7.0, and 8.0 is "1." For elements that have two or more items or questions (such as Elements 1.0, 3.0, 6.0, and 10.0), the rating for a "partial yes" is the sum of the scores of the items or questions that fall short of the maximum "2.0."

   c. Because Elements 1.0 and 3.0 have been broken down into two items each, the maximum point (full "yes") **for each item** is pegged at "1.0" and that for "partly yes" is "0.5." The score for the element will be a positive number that is lower than "2.0," the maximum score for the element.

   d. For Elements 6.0 and 10.0, which have three items each, the maximum score **for each item** is pegged at "0.67" and for "partly yes" is "0.33." The rating for the element will be "partly yes" if the total score of the three items is positive but less than "2.0," the maximum for the element.

   e. For Element 9.0, which has two items (9.1 and 9.2), the maximum score **for each item** is pegged at "1.0" and for "partly yes" is "0.5." Hence, if a project scores a full "1.0" in one question but "0" in the other, or if a project scores "partly yes" (or "0.5") in each of the two items, the total rating for Element 9.0 would be "partly yes" with a score of "1.0." If a project scores "partly yes" (0.5) in one item but no (0) in the other, the total rating for the element will be "0.5."

4. For an element (col. 1) that has more than one item or question, add the score for the items and enter the sum in the thickly bordered cell for the element.

5. Add the scores in the thickly bordered cells under column 3 to come up with the GAD score for the project identification stage.

6. Under the last column, indicate the key gender issues identified (for proponents) or comments on

the proponent's compliance with the requirement (for evaluators).

Interpretation of the GAD score

0-3.9	GAD is invisible in the project (proposal is returned).
4.0-7.9	Proposed project **has promising GAD prospects** (proposal earns a "conditional pass," pending identification of gender issue/s and strategies and activities to address these, and inclusion of the collection of sex-disaggregated data in the monitoring and evaluation plan).
8.0-14.9	Proposed project is **gender-sensitive** (proposal passes the GAD test).
15.0-20.0	Proposed project is **gender-responsive** (proponent is commended).

GAD Expert Certification

CERTIFICATION

This is to certify that the undersigned has read and analyzed the entire Gender and Development Agenda 2022-2027 of Davao de Oro State College and found to be in accordance with CHED Memorandum No. 1 series of 2015, which directs all Higher Education Institutions (HEIs) – both public and private – to institutionalize the Gender and Development mandates, including the Davao de Oro State College (DDOSC).

Further, this is to attest also that the proposed GAD Agenda was formulated through the application of the Enhanced Gender Mainstreaming Evaluation Framework (GMEF) principles which guided the college in assessing the levels of Gender and Development mainstreaming and in identifying areas of strengths and pointers for improvement.

Furthermore, the DDOSC GAD Agenda 2022-2027 incorporates gender equality principles into its three core functions: curriculum development, gender-responsive research programs, and gender-responsive extension initiatives.

Signed on this **4th** day of **April 2022.**

ROWENA S. NAVERA, DPA
Vice President for Admin and Finance
Philippine State College of Aeronautics (PHILSCA)
Member, National Gender Resource Pool, Philippine Commission on Women
Vice President, Philippine Association for Gender and Development Advocates Inc.