

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET  
FY 2022**

Sequence No.: 2021-011728

Organization: Philippine High School for the Arts

Organization Category: National Government, Attached Agency

Organization Hierarchy: Department of Education, Philippine High School for the Arts

Total Budget/GAA of Organization: 100,108,000.00

Total GAD Budget 5,200,000.00 Primary Sources 5,200,000.00

Other Sources 0.00

% of GAD Allocation: 5.19%

Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office
1	2	3	4	5	6	7	8	9

**CLIENT-FOCUSED ACTIVITIES**



THIS IS TO CERTIFY THAT THIS DOCUMENT HAS BEEN REVIEWED AND ENDORSED THROUGH THE GMMS

  
**PRECY S. MONDEJAR**  
ADMINISTRATIVE OFFICER V

  
**PROF. JOSUE GREG M. ZUNIEGA**  
DIRECTOR IV





	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office
	1	2	3	4	5	6	7	8	9
1	Nonconformity to the cultural and social norms that focused on individual's gender /sexuality	Bullying Cases and Anti-Discrimination among students with different gender orientation and lack of awareness of students on GAD laws and LGBT rights	Increase student's level of awareness and understanding on GAD laws and other GAD related issues	MFO: Student Services Welfare Program	Conduct of GAD Age Appropriate in-house trainings and seminars/webinars for students	At least 80% or 160 of PHSA students are aware on GAD laws and other GAD related issues through attending in-house training/seminar/webinar on GAD	500,000.00	GAA	GFPS/CID/SSD
2	Weakness and vulnerability to existing hazards in the school's location	PHSA employees and students may be at risk to the hazards in view of the school's vulnerability and location	Ensure safe and healthy environment for PHSA Community	MFO: Gender and Development Program	Conduct a Comprehensive Disaster Risk Reduction (DRR) Trainings for employees and students	At least 80% of PHSA total population or 250 of the combined number of employees and students attended a Comprehensive Disaster Risk Reduction Trainings	300,000.00	GAA	GFPS/AESD/SDD/CID
3	Lack of knowledge and awareness of students on GAD related laws and gender issues	Lack of opportunity to learn about GAD and core messages	Increase the level of awareness and understanding on GAD concepts, issues, and concerns on laws on women	MFO: GAD Program and Extension Services	Conduct a series of Gender Sensitivity Training with Integration of VAWS laws and Anti-Sexual Harassment Act for students	Two (2) batches of Gender Sensitivity Training conducted for (1) Junior High and (2) Senior High School students	400,000.00	GAA	GFPS/CID/SDD

	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office
	1	2	3	4	5	6	7	8	9
4	Republic Act 6949: National Women's Day and Proclamation No. 1172, s. 2006: Declaring November 25 to December 12 of Every Year as the "18-Day Campaign to End Violence Against Women"	As mandated by law	Participate in the yearly observance of Women's Month Celebration and 18-Day Campaign to end Violence Against Women (VAW)	MFO: Gender and Development Program	Participate to Local Government Unit Civic Parade for Women's Month Celebration, conduct community extension activity that involve women in socio-cultural projects and actively support and participate in the protection of human rights of women against violence and all other forms of discrimination	At least 90 out of 130 employees including agency hired participated in an activity initiated and organized by the Local Government Unit of Los Baos and PHSA in the observance of National Women's Day celebration and 18-Day Campaign to end VAW	300,000.00	GAA	GFPS/GSS/HRMU
5	Unavailability of adequate facilities and other devices for pregnant women, senior citizens and persons with disability (PWD)-BP 344	No available facilities or structures suitable for the use of pregnant women, senior citizens and persons with disability (PWD)	Provide spaces, ramps and railings for the comfort of pregnant women, senior citizens and persons with disability (PWD)	MFO: Gender and Development Program	Construct a parking area, pathways and ramps for the use of pregnant women, senior citizen and person with disability (PWD)	Established a parking area, pathways and ramps that correspond to the needs of pregnant women, Senior Citizens and PWD	900,000.00	GAA	AESD/GSS/Facility Unit

**ORGANIZATION-FOCUSED ACTIVITIES**



	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office
	1	2	3	4	5	6	7	8	9
6	Strengthening and Institutionalization of Gender and Development (GAD) Focal Point System/MCW Section 37.C	As mandated by law	Agency officials and employees have common and unified understanding on GAD	MFO: Gender and Development Program	Develop and upgrade Focal Point's capabilities through attendance in various trainings on GAD	All GFPS members are trained on GAD Plan and Budget and importance of collecting sex-disaggregated data (SDD) and gender statistics	500,000.00	GAA	GFPS
7	GAD is not mainstreamed in the policies, projects and programs of the PHSA.	Policies, programs and projects concerning GAD are not well-defined	Integrate a GAD perspective in the organization's Policies and PAPs and formulate a specific gender responsive policies that support the agency's mandate	MFO: GAD Program/Administrative and External Services Program	Assess and evaluate existing structures and systems if conform with gender responsiveness through meetings and institutional planning	GAD integrated in the agency's overall budget	1,500,000.00	GAA	Executive Committee Members, GFPS, AESD/CID/SSD
8	Executive Order No. 340, s. 1997: Directing National Government Agencies and Government-Owned and Controlled Corporations to Provide Day Care Services for their Employees' Children Under Five Years of Age	As mandated by law	Provide a room for breastfeeding mother and employees with young children during office hours	MFO: Gender and Development Program	Establish a child-minding room for the use of a breastfeeding mother and employees and clients with young children	Allocated one (1) room intended for breastfeeding mother and employees and clients with young children	300,000.00	GAA	AESD/GSS/Facility Unit/Space Committee



	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office
	1	2	3	4	5	6	7	8	9
9	Section 24 (b) Gender-sensitive training and seminars of Republic Act No. 9710, s. 2009 or The Magna Carta of Women	As mandated by law	Increase awareness/consciousness of management and/or employees on various GAD laws and gender issues	MFO: Gender and Development Program	Conduct in-house trainings and seminars on GAD related laws and gender issues and/or attend to at least one (1) seminar/workshop on GAD	At least 90 out of 130 PHSA faculty and staff including agency hired employees are aware of GAD related laws and gender issues through attending GAD related seminars/webinars/workshop	500,000.00	GAA	GFPS/GSS/HRMU
						<b>SUB-TOTAL</b>	5,200,000.00	GAA	
						<b>TOTAL GAD BUDGET</b>	5,200,000.00		

Prepared By:

  
PRECY A. MONDEJAR

Administrative Officer V

Approved By:

  
PROF. JOSUE GREG M. ZUNIEGA

Director IV

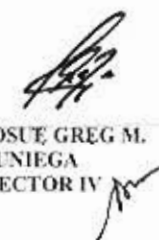
Date

11/02/2021



THIS IS TO CERTIFY THAT THIS DOCUMENT HAS BEEN REVIEWED AND ENDORSED THROUGH THE GMMS

  
PRECY A. MONDEJAR  
ADMINISTRATIVE OFFICER V

  
PROF. JOSUE GREG M. ZUNIEGA  
DIRECTOR IV



REPORT GENERATED: 11/3/2021  
PAGE 5 OF 5