

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2023**

Sequence No.: 2023-014480

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: 103,734,000.00

Total GAD Budget	5,500,000.00	Primary Sources	5,500,000.00
		Other Sources	0.00

% of GAD Allocation: 5.30%

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								



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PRECY S. MONDEJAR
ADMINISTRATIVE OFFICER V

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PROF. JOSUE GREG M. ZUNIEGA
DIRECTOR IV



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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	Raise student's awareness on human rights and gender equality	MFO: Student Services Welfare Program	Conduct of GAD Appropriate in-house trainings and seminars/webinars for students	At least 80% of PHSA students attended in-house seminar/training on GAD related laws	300,000.00	GAA	GFPS/SSD/CID
2	Weakness and vulnerability to existing hazards in the school's location	PHSA employees and students may be at risk in view of the school's vulnerability and location	Ensure safe and healthy environment for PHSA community	MFO: Gender and Development Program	Conduct of Comprehensive Disaster Risk Reduction (DRR) Trainings for employees and students and conduct of Mental Health Awareness Seminar and Promotion of Psychosocial support in the school	At least 80% of PHSA total population attended a Comprehensive Disaster Risk Reduction Training and Seminar on Mental Health	500,000.00	GAA	GFPS/AESD/SSD/CID
3	Lack of knowledge and awareness of students on their rights and responsibilities	Low level of awareness among students on the rights and responsibilities of learners	Orient students on the Child Protection Policy	MFO: Gender and Development Program	Conduct student orientation on the Child Protection Policy	80% of students attended orientation on Child Protection Policy	100,000.00	GAA	GFPS/SSD/CID



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4	Proclamation No. 227 s. 1988 - Providing for the Observance of the Month of March as Women's Role in History Month; and Republic Act 6949 s. 1990- An Act to Declare March Eight of Every year as a Working Special Holiday to be known as National Women's Day	As mandated by law	Increase awareness and involvement of PHSA Community in the Women's Month Celebration and/or International Women's Day	MFO: Gender and Development Program	Participate to Local Government Unit Civic Parade for Women's Month celebration and conduct of activities such as seminar and workshops which topics may include gender sensitive language, workplace health and safety and gender stereotypes and social norms	At least 80% of PHSA employees including agency hired participated in an activity initiated and organized by the LGU and conduct of at least one (1) GAD in-house training, seminar or workshop in the observance of National Women's Day/Month	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	Lack of mechanism to prioritize the needs and safety of pregnant women, senior citizens and persons with disability (PWD)	Provide spaces, ramps and railings for the comfort of pregnant women, senior citizens and person with disability (PWD)	MFO: Gender and Development Program	Provision of parking area, pathways and ramps for the use of pregnant women, senior citizen and person with disability (PWD)	Established parking area, pathways and ramps that correspond to the needs and safety of pregnant women, Senior Citizen and PWD	500,000.00	GAA	AESD/GSS/Facility Unit



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6	Section 22 of RA 9710, Magna Carta of Women (a.2) Right to Decent Work-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 breastfeeding stations at the workplace, and providing maternity leave pursuant to the Labor Code and other pertinent laws	Lack of space in the office that allow women to perform maternal functions and enhance men's participation in parenting and childcare	Establish fully functional breastfeeding room with necessary amenities	MFO: Gender and Development Program	Set-up and maintain a breastfeeding/lactation station with appropriate facilities to support breastfeeding mother and employees and clients with young children	At least 1 functional breastfeeding room/area equipped with necessary amenities established	300,000.00	GAA	GSS



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7	Section 36 of RA 9710, Magna Carta of Women (c) Generation and Maintenance of GAD Database. All departments, including their attached agencies, offices xxx shall develop and maintain a GAD database containing gender statistics and sex-disaggregated data that have been systematically gathered, regularly updated, and subjected to gender analysis for planning, programming, and policy formulation	Lack of appreciation in using sex-disaggregated data to address gender issues	Improve the planning of GAD programs and projects using the gender analysis and sex-disaggregated data	MFO: Gender and Development Program	Collection and establishment of Database for Sex-Disaggregated Data (SDD) among employees and students	Established and maintained PHSA GAD Database	200,000.00	GAA	GFPS



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8	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 Observance of 18-Day Campaign to End Violence Against Women (VAW)	MFO: Gender and Development Program	Participate in the 18-Day Campaign to End VAW through the conduct of workshops and lectures and information dissemination on GAD applicable laws	At least 80% of the PHSA employees participated in the observance of 18-Day Campaign to End VAW and at least one (1) workshop on GAD and one (1) information dissemination on GAD laws conducted	300,000.00	GAA	GFPS/GSS/HRMU

ORGANIZATION-FOCUSED ACTIVITIES

9	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
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10	GAD concepts is not mainstreamed in the policies , projects and programs of the PHSA.	Policies, programs and projects concerning GAD are not well-defined	Integrate 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 PHSA structures and systems if conform with gender responsive environment, include GAD concepts, issues and concerns in lessons and curricula and hiring of GAD Specialist to help mainstreamed GAD on PHSA policies, projects and programs	GAD is integrated in the agency's PAPs	1,500,000.00	GAA	Executive Committee Members, GFPS, AESD/CID/SSD
11	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	Capacitate school official and personnel on various laws and gender issues	MFO: Gender and Development Porgram	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 80% of PHSA faculty and staff including agency hired employees attended Gender Sensitivity Training and other GAD related seminars/workshops	500,000.00	GAA	GFPS/GSS/HRMU

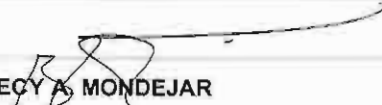



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12	Section 26 of RA 9710, Magna Carta of Women (MCW) Right to Information - Access to information regarding policies on women including programs, projects and funding outlays that affect them, shall be insured	As mandated by law	Increase awareness of women on their rights and improved access to information on policies and program on women	MFO: Gender and Development Program	Update GAD Corner with updated Information, Education and Communication (IEC) materials and conduct of information dissemination initiatives on programs, projects, policies, and laws that are intended and relevant to women	Established physical GAD Corner with updated IEC materials and at least one (1) information dissemination initiatives conducted and organized	100,000.00	GAA	GFPS/GSS
13	Section 3.5 of the PCW-NEDA-DBM Joint Circular 2012-01 - Agency GAD Focal Point System (GFPS) shall take the lead in mainstreaming gender in agency Programs, Activities and Projects (PAPs)	As mandated by law	Increase involvement of GFPS in gender mainstreaming and implementation of GAD PAPs	MFO: Gender and Development Program	Spearhead the conduct and/or implementation of GAD PAPs of the agency	Accomplished GAD PAPs included in the GAD Plan and Budget	100,000.00	GAA	GFPS




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14	Section 4.2 of the PCW-NEDA-DBM Joint Circular 2012-01 (Capability Building on Gender and Development) - Agencies are required to regularly undertake orientations and capacity development on GAD including GAD-related laws and commitments for their employees. Trainings should include gender mainstreaming, gender analysis and gender-responsive planning and budgeting	As mandated by law	Enhance GAD knowledge and awareness necessary for the formulation of gender-responsive policies and provision of gender-responsive programs	MFO: Gender and Development Program	Conduct of or participation in GAD-related trainings/programs/activities by employees and attendance in any live or online basic seminars/trainings on GAD offered by various organizations	At least one (1) GAD Capability Building Activity conducted and attended by at least 80% of PHSA employees	300,000.00	GAA	GFPS/HRMU
SUB-TOTAL							5,500,000.00	GAA	
TOTAL GAD BUDGET							5,500,000.00		




Prepared By:	Approved By:	Date
 PRECY A. MONDEJAR Administrative Officer V	 PROF. JOSUE GREG M. ZUNIEGA Director IV	01/20/2023



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