

**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT  
FY 2022**

**Reference:** Endorsed GPB #2021-011728

**Date Endorsed:** Nov 02, 2021

**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

**Actual GAD Expenditure** 1,241,592.76 **Original Budget** 5,200,000.00

**% Utilization of Budget** 23.88

**% of GAD Expenditure:** 1.24%

Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Output/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks
1	2	3	4	5	6	7	8	9	11	12
CLIENT-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	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks
	1	2	3	4	5	6	7	8	9	11	12
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	Conducted a student-led discussion on justice, women's and children's rights on March 15, 2022 and Training-Workshop on Trauma Informed and Rights based Approach towards Gender Responsive Education for five (5) Grade 7 students and seven (7) Grade 11 & 12 Creative Writing (CW) students on March 21 & 22, 2022 and integration of gender related issues to recitals and performances of graduating students as follows: 1) A performance-lecture by Pink Stuart, a Theater Arts student entitled: "Ang Babae: A Horror Story", which showcases how Filipino women are perceived in society and their struggles in attempting to confront the patriarchal culture that women and young girls are forced to grow up in 2) Dance major Lia Therese N. Cuartero's dance film "Good Girl" which tackles a young woman's search for male validation and the struggles of conforming to the male gaze and 3) "Punong-Puno", a dance film of Jethro Diolazo, a Dance major student, which tackles on the psychological effects of toxic masculinity on young men and the hardship of expressing one's emotions comfortably in the open	500,000.00 GAA	158,597.64 GAA	GFPS/CID/SSD	Partially Done.
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	Conducted Fire and Earthquake Drill participated by a total of 95 Grade 7-9 Students on August 31, 2022	300,000.00 GAA	15,000.00 GAA	GFPS/AESD/SDD/CID	Partially Done.

	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAO Objective	Relevant Organization MFD/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks
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3	Lack of knowledge and awareness of students on their rights and responsibilities	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	Conducted Webinar on RA 11313 or "The Safe Spaces Act" attended by 207 Grade 7-12 students on January 25-27, 2022 and Parents on August 13, 2022	400,000.00 GAA	92,816.59 GAA	GFPS/CID/SDD	Partially Done.
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	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	Printed and distributed 137 (Information/Education/Communication (IEC) Materials for the National Women's Month (March 2022) and 127 IEC Materials for 18-Day Campaign to End VAWC and participated to "Advocacy Walk" initiated by the Municipality of Los Baos, Laguna on November 25, 2022 and in the Nationwide "Orange Your icon" Advocacy initiative by decorating PHSA with color Orange and conducted Seminar-Workshop on Anti-VAW laws and Gender Fair Language on December 12, 2022 attended by 50 non-Teaching and Teaching Staff in support to the 18-Day Campaign to End VAWC for the period November 25-December 12, 2022	300,000.00 GAA	248,470.10 GAA	GFPS/GSS/HRMU	Done.
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	No pathways and ramps constructed for pregnant women, Senior Citizens and PWD	900,000.00 GAA	0.00 GAA	AESD/GSS/Facility Unit	Not Done.

**ORGANIZATION-FOCUSED ACTIVITIES**

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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	Attended the following gender related activities: 1) 2 GFPS members attended meeting initiated by the Gender and Development Office of the Municipality of Los Banos, Laguna in relation to the Municipal Ordinance No. 2019-1910 on Creating the GAD Inter-Agency Council of the Municipality of Los Banos, Laguna 2) 5 GFPS members attended PCW's 7th GAD Webinar Series 2022 entitled "The GAD Agenda: A Strategic Beginning Towards a Gender-Responsive Agency" on October 27, 2022 3) GAD Focal Person and Security Officer participated in the Security and Safety Summit entitled "UPLB as a Safe Space" on October 26, 2022 and 4) 1 GFPS member attended the PCW's 8th Webinar Series entitled "Strengthening GFPS through the use of Gender Fair Communication and the Application of GFPS Functionality Assessment Tool" on November 24, 2022	500,000.00 GAA	16,915.61 GAA	GFPS	Partially Done.
GAD concepts is not mainstreamed in the policies , projects and programs of the PHSA.	Policies, programs and projects concerning GAD are not well-defined	Inegrate a GAD perspective in the organization's Policies and PAPs and formulate a specific gender responsive policies that support the agency's mandate  Issuance of PHSA Policy on GAD	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	Hiring of GAD Specialist/Consultant for the review and revisiting of PHSA Internal Policies such as Committee on Decorum and Investigation (CODI) Manual, Scholar's Manual, Employee's Manual, Child Protection Policy and other PHSA Internal Mechanism for the period August to December, 2022	1,500,000.00 GAA	25,000.00 GAA	Executive Committee Members, GFPS, AESD/CID/SSD  GFPS, SSD	Partially Done.

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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	Establishment of Breastfeeding Station located at PHSA Bay Campus	300,000.00 GAA	10,000.00 GAA	AESD/GSS/Facility Unit/Space Committee	Partially Done.
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	Conducted the following In-house Trainings: 1) Webinar on RA 11313 or "The Safe Spaces Act" on January 10, 2022 attended by 57 Non-Teaching Staff 2) Workshop Training Discussion on Trauma-Informed and Rights based Approach towards Gender Responsive Education attended by 27 Teaching and Non-Teaching Staff on march 25, 2022 3) GAD Capacity Building on May 25, 2022 attended by 97 Teaching and Non-Teaching Staff 4) Workshop on Natalang Kababaihan sa Sining on april 29, 2022 attended by 58 Non-Teaching Staff and 5) Seminar Workshop on RA 11313 or "The Safe Spaces Act" attended by 47 Male Employees on August 10, 2022	500,000.00 GAA	674,792.82 GAA	GFPS/GSS/HRMU	Done.
							<b>SUB-TOTAL</b>	5,200,000.00	1,241,592.76	GAA	
							<b>TOTAL</b>	5,200,000.00	1,241,592.76		


Prepared By:



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Administrative Officer V

Approved By:



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Director IV

Date

February 22, 2023