





**CITY COLLEGE OF DAVAO**  
**KM. 10 CATALUNAN PEQUEÑO, DAVAO CITY**  
**GENDER AND DEVELOPMENT**





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## **Section 01. General Provisions**

### **1.1. Legal and Institutional Framework**

The Gender and Development (GAD) framework of the CCD adheres to the specified policies and guidelines on Gender and Development outlined in Commission on Higher Education Memorandum Order No. 01, Series of 2015.

### **1.2 International Bill of Rights of Women**

The International Bill of Rights of Women ratified in 1981 recognizes the UN Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) and sets up an agenda for national action to end such discrimination.

### **1.3 1979 UN General CEDAW**

In 1979, the UN General Assembly ratified the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). This convention, comprising a preamble and 30 articles, delineates the concept of discrimination against women and outlines a national action plan to eradicate it. Countries endorsing CEDAW commit to:

1. Integrate the principle of gender equality into their legal framework, revoke discriminatory laws, and enact appropriate legislation to prevent discrimination against women.
2. Establish tribunals and other public entities to effectively safeguard women from discrimination.
3. Guarantee the elimination of all forms of discrimination against women perpetrated by individuals, organizations, or businesses.

### **1.4 The Beijing Declaration and Platform for Action**

In 1995 reiterated the UN's dedication to women's rights, addressing crucial areas that require attention:

1. The enduring and escalating impact of poverty on women.
2. Disparities in economic structures, policies, productive activities, and access to resources.
3. Unequal and insufficient access to healthcare and related services.
4. Gender disparities in power-sharing and decision-making across all levels.
5. Insufficient respect, promotion, and protection of women's human rights.



6. Disparities and inadequacies in access to education and training.
7. Stereotyping of women and inequality in their access to and participation in communication systems, particularly in the media.
8. Gender inequalities in natural resource management and environmental protection.
9. The impact of armed conflicts and other forms of conflict on women, including those living under foreign occupation.
10. Violence against women.
11. Insufficient mechanisms for the advancement of women.
12. Ongoing discrimination against and violation of the rights of the girl child.

### **1.5 Republic Act No. 9710**

Republic Act No. 9710 known as the Magna Carta of Women (MCW) enacted in 2009 identifies the Commission on Higher Education as the agency mandated to ensure that educational institutions implement a capacity building program on gender, peace and human rights education for their officials, faculty and non-teaching staff and personnel; and promote partnerships between and among players of the education sector

### **1.6 CHED Special Order, Series of 2010**

The CHED Special Order Series of 2010 played a pivotal role in establishing the CHED-GAD (Gender and Development) Focal Committee and Secretariat. Subsequently, the approval of the GAD Focal Point System (GFPS) constitution followed. As a result, CHED instructed the development of Policy Guidelines to assist all Higher Education Institutions (HEIs) in fulfilling their concurrent duties of enhancing internal capabilities in the integration and promotion of Gender and Development principles.

### **1.7 Republic Act No. 8292**

Republic Act No. 8292, also known as the "Higher Education Modernization Act of 1997," affirms the commitment of the State to establish, sustain, and endorse a comprehensive, sufficient, and cohesive education system that aligns with the needs of the people and society. Additionally, this legislation promotes Higher Education Institutions (HEIs) to cultivate consortia and various types of connections with Local Government Units (LGUs), institutions, and agencies—whether public or private, domestic or international—in pursuit of the institution's purposes and objectives.

### **1.8 Executive Order No. 9, Series of 2023**





Davao City Mayor Sebastian Z. Duterte issued Executive Order No. 9, Series of 2023 on April 12, 2023, reconstituting the Gender and Development Focal Point System (GFPS) Executive Committee and its Technical Working Group. The order complies with the Magna Carta for Women (MOA), which aims to promote women empowerment and ensure equal access to resources and development outcomes.

## **Section 02    Vision-Mission-Goals-Objectives – Advocacy- Key Services**

### **2.1    CCD Vision**

*The City College of Davao envisions to become the leading local college in the Philippines in providing quality education for all.*

### **2.2    CCD Mission**

*The City College of Davao will produce diverse and globally competent graduates responsive to the needs of industries and communities in order to contribute to the advancement and development of Davao City and to the world.*

### **2.3    CCD Core Value**

Diversity

Accountability

Values Oriented

Academic Excellence

Organizational Innovation

### **2.4    CCD GAD Vision**

City College of Davao aim to establish a supportive and empowering atmosphere that embraces diversity, questions stereotypes, and ensures equal chances for every student.

### **2.5    CCD GAD Mission**



City College of Davao mission in gender and development is to create an inclusive space that challenges norms and offers equal opportunities. We are dedicated to fostering awareness, facilitating open dialogue, and empowering our community with the tools to contribute to a fair and equitable society. Through a commitment to education, respect, and ongoing improvement, we aim to instill values that go beyond gender stereotypes, nurturing the holistic development of each individual in our school community.

## **2.6 CCD GAD Goals**

- Organize workshops and seminars focusing on gender and development to enhance awareness of gender issues within the CCD community.
- Promote and enhance initiatives in teaching, research, extension, and advocacy that center on gender equality and women's empowerment.
- Institutionalize the inclusion of gender concepts in academic curricula.
- Establish a platform for addressing and resolving gender-related concerns.

## **2.7 CCD GAD Objectives**

- To eliminate gender disparities within the institution
- To raise awareness about Gender and Development
- To implement mechanisms and strategies for creating gender-responsive human resource management and development systems
- To attend to the diverse gender needs and concerns of students and employees

## **2.8 CCD GAD Key Services**

1. Training on Gender Sensitivity
2. Services for Information, Education, & Communication (IEC)
3. Inclusion of GAD in the Curriculum/Academic Subjects
4. Implementation of Research Studies and Extension Projects Addressing Gender Issues
5. Comprehensive Health and Wellness Programs at the Institute
6. Extension Services for Community Development



### **3.1 CCD GAD Advocacy**

Gender and Development is a developmental standpoint that aims to achieve parity between women and men, ensuring their equal rights and enabling the realization of their full human potential as active contributors to societal advancement. This approach involves a thorough analysis of the socio-economic, political, cultural, and psychological implications of an issue, examining how gender differences impact and are influenced by policies, programs, and projects. It assesses the connection between these factors and gender-based discrimination, recognizing how they present barriers to individuals' opportunities and self-development.

### **3.2 Organization and Composition of the Center for Gender and Development**

The CCD Gender and Development physical office at the Faculty Building, CCD Temporary Campus, Km.10 Catalunan Piqueño, Davao City.

## **Section 04. CCD GAD Policy and Principle**

The City College of Davao is committed to upholding the fundamental principle and policy of fostering women's empowerment, gender equality, human rights, and development that is responsive to gender issues. These essential social interventions are integral to the fulfillment of the college's four-fold functions, encompassing instruction, research, extension, and the production activities that benefit the CCD community.

### **4.1 CCD GAD Policy**

Incorporate Gender and Development (GAD) across all plans, programs, projects, and services within the four-fold functions, ensuring that the implementation of the GAD Manual is a collective responsibility shared by all college offices. This collaborative effort involves active partnerships with the Local Government Unit (LGU) and private sectors.

Allocate, deploy, and oversee the utilization of the Gender and Development (GAD) budget, promote women's involvement in college development activities, and implement affirmative actions for women across various areas of concern, thereby enhancing their participation in decision-making processes.

Remove gender biases from all policies, systems, and procedures, ensuring that they consistently align with the principles of empowerment and equality.

### **4.2 CCD GAD Principle**





- Promote Human Rights
- Women are full and equal rights of men in all spheres of life
- That women's and girls' human rights must be promoted, protected and fulfilled
- That women's empowerment and gender equality must be pursued in all aspects of the college to ensure that women and men equally contribute to and benefit from development;
- That the college must be rights-based and gender-responsive to ensure that human dignity, social justice are attained.

## **Section 05. Legal Foundations and Mandate of Gender and Development (GAD)**

The establishment of the GAD Manual aligns with prevailing national laws, policies, and international commitments. This encourages City College of Davao to take a leading role in addressing gender and development issues, as identified below.

### **5.1 National Law**

1. **Article II, Sec. 14 of the 1987 Constitution.** The State recognizes the role of women in nation-building, and shall ensure the fundamental equality before the law of women and men."
2. **Women in Development and Nation Building Act (RA 7192).** Republic Act 7192, known as the Women in Development and Nation Building Act, is a Philippine law enacted in 1992. It acknowledges the crucial role of women in national development and aims to promote gender equality. The law focuses on ensuring equal opportunities for women in education, employment, and community participation, addressing gender-based discrimination. It advocates for the integration of gender perspectives in development plans and programs, emphasizing the active involvement of women across various sectors. In summary, RA 7192 reflects the commitment of the Philippines to advance women's rights and contributions to the nation.
3. **Anti-Violence against Women and their Children Act (RA 9262).** Republic Act 9262, known as the Anti-Violence against Women and Their Children Act, is a Philippine law established in 2004. It is designed to safeguard women and children from various forms of violence within familial and intimate relationships. The law criminalizes acts of abuse, both physical and psychological, and provides protective measures such as orders and legal remedies. RA 9262 outlines the responsibilities of different entities, including law enforcement and healthcare providers, in addressing cases of violence against women and their children. In essence, the law reflects the Philippines' commitment to combating domestic violence and ensuring the protection of the rights and well-being of women and children.
4. **Special Protection of Children against Abuse, Exploitation and Discrimination Act (RA 7610).** Republic Act 7610, titled the "Special Protection of Children against Abuse, Exploitation



and Discrimination Act," is a Philippine law enacted in 1992. Its primary objective is to shield children from abuse, exploitation, and discrimination. RA 7610 defines and criminalizes offenses such as child abuse and exploitation while ensuring the rights and welfare of children are protected. The law addresses various issues, including child labor and trafficking, aiming to prevent and address abuses against children comprehensively. In essence, RA 7610 underscores the commitment of the Philippines to safeguard the well-being of children through legal measures.

5. **Anti-Sexual Harassment Act (RA7877).** Republic Act 7877, known as the Anti-Sexual Harassment Act, is a Philippine law enacted in 1995. It is designed to prevent and address sexual harassment in workplaces, educational institutions, and training centers. RA 7877 defines sexual harassment, establishes procedures for filing complaints, and outlines the responsibilities of employers and institutions in creating a safe environment. The law prohibits sexual harassment in various settings and specifies reporting and complaint procedures. In essence, RA 7877 reflects the Philippines' commitment to eliminating sexual harassment and ensuring safe environments in workplaces and educational institutions.
6. **Anti-Rape Law (RA 8353).** Republic Act 8353, known as the Anti-Rape Law, is a Philippine legislation established in 1997 to comprehensively address and prevent the crime of rape. The law defines rape and outlines the circumstances under which it is considered a criminal offense. Emphasizing the necessity of free and informed consent in sexual relations, RA 8353 establishes penalties for violations and addresses issues related to marital rape. The law also provides support for victims during legal proceedings. In essence, RA 8353 underscores the commitment of the Philippines to combat sexual violence and ensure justice for survivors of rape.
7. **Rape Victim Assistance and Protection Act (RA 8505).** Republic Act 8505, also known as the Rape Victim Assistance and Protection Act, is a Philippine law enacted in 1998. Its primary purpose is to provide assistance and protection to victims of rape, ensuring their rights are respected during legal proceedings. RA 8505 acknowledges the sensitive nature of rape cases and mandates the establishment of guidelines and support mechanisms to safeguard the privacy and well-being of rape victims. The law outlines procedures for handling rape cases and underscores the importance of confidentiality and sensitivity in dealing with victims. In essence, RA 8505 reflects the commitment of the Philippines to address the unique needs and challenges faced by rape victims and protect their rights throughout the legal process.

## **Section 06. Gender and Development (GAD) Procedures in the Management and Roles**



## 6.1 Teaching

**Curriculum Development:** The CCD pledges to create a gender-responsive curriculum, incorporating gender-neutral language into each program's course syllabi.

**Student Admission:** Admission criteria will be unbiased, encompassing diverse ages, races, genders, abilities, and interests. The CCD actively strives for a balanced gender distribution in all academic disciplines and takes appropriate measures.

**Student Services:** The CCD is dedicated to establishing equitable study conditions for all genders. This commitment extends to study regulations, academic advising, and support services. The CCD provides flexibility in designing studies for students with special circumstances, such as working students, differently-abled students, Indigenous Peoples (IPs), and those with religious considerations.

**Program Accreditation:** The CCD integrates gender equality as an essential component of its CHED-recognized organizational development and quality management framework. Gender mainstreaming at the CCD will continue to evolve, expanding towards fair and diverse management, including considerations of ethnicity, religion, abilities, and more.

## 6.2 Administration

**Personnel Recruitment and Placement** City College of Davao pledges to conduct hiring in an unbiased manner, ensuring fairness for all genders. The College will implement a gender-responsive process that includes active recruitment, transparent and respectful design of job placement or promotion procedures, and thorough monitoring.

**Information and Communication:** City College of Davao is dedicated to employing language and design that is impartial in terms of gender. This commitment applies to fundamental documents (reports, policies, and service agreements), interactions with clients/public, marketing efforts, and internal communications. The college provides support to its members in adopting this inclusive language and design through training and appropriate tools.

**Human Resource:** The Human Resource Office will implement human resource development programs and services that are sensitive to gender considerations. The office will implement measures to guarantee a workforce that is empowered in terms of gender.

## 6.3 Research

**Research Focus Area:** CCD is dedicated to incorporating gender equality and perspectives into research initiatives. The University encourages researchers in developing projects related to gender concepts. This commitment extends to the inclusion of gender and diversity issues, as well as integrating findings from gender research into curriculum content.

**Linkages** - The CCD will forge robust collaborations with both government agencies and non-governmental organizations to secure the necessary resources for research.



**Researches** - The CCD shall ensure that researchers involved in gender related researches are gender sensitive.

#### **6.4 Documentation, Monitoring and Evaluation**

CCD-GAD utilizes tools and instruments to oversee and assess all GAD-related research projects and extension activities, ensuring the efficacy of gender mainstreaming in these programs, as mentioned in the Policy Formation approach.

### **Section 07. Project Development**

#### **7.1 Budgetary and Planning Requirement**

The annual operational expenses of TSU-CGAD, as outlined in the Gender and Development (GAD) Plan and Budget (GPB), will be derived from the GAD budget allocated by the University. This allocation is set at a minimum of 5% of the approved General Appropriations Act (GAA) for the Fiscal Year, as specified in Section 36 of the Magna Carta of Women (MCW) and joint circulars on GAD Planning and Budgeting issued by the Department of Budget and Management (DBM), National Economic Development Authority (NEDA), and Philippine Commission on Women (PCW).

The preparation, completion, and submission of the GPB will be carried out using the Gender Mainstreaming Monitoring System (GMMS) provided by the Philippine Commission on Women (PCW) within the stipulated timeframe.

Furthermore, the achievements related to GAD by TSU-CGAD may be considered as additional criteria in evaluating eligibility for the Performance-Based Bonus (PBB).

### **Projects**



1. Gender Sensitivity Orientation
2. Gender-Responsive Curriculum Development:
3. Women's Health and Wellness Initiatives:
4. Career Guidance for All Genders:
5. Anti-Sexual Harassment Seminars (RA 7877)
6. Magna Carta for Women (RA9710)
7. HIV/AIDS Awareness
8. Seminar on Reproductive Health
9. Violence Against Women and Children Seminar (RA 9262)
10. Eradication of Gender Stereotypes in Campus Events:
11. Annual Woman Month Celebration
12. Promoting LGBTQ+ Inclusivity:
13. Student-led Research on Gender Issues: