

**COMMENTS ON THE ANNUAL GAD PLAN AND BUDGET
FY 2021**

Organization: Central Luzon State University		Organization Category: State Universities and Colleges, State University or College (Main Campus)		
Organization Hierarchy: Central Luzon State University				
Total Budget/GAA of Organization:	955,017,000.00			
Total GAD Budget	84,049,600.00	Primary Sources	84,049,600.00	
		Other Sources	0.00	
% of GAD Allocation:	8.80%			

GENERAL COMMENTS	Commission on Higher Education Region 03	November 09, 2020	Ma'am Janet, you may want to add po: <ol style="list-style-type: none"> 1. Conduct of gender audit 2. Institutionalizing GAD Database/Sex-disaggregated Data 3. Conduct of activities addressing gender issues brought about by the COVID-19 pandemic
	Central Luzon State University	November 10, 2020	Thank you mam for the suggestions and reminding us regarding the COVID-19 initiatives. Regarding the gender audit, we always conducted this during our year-end assessment and also, currently we have researches related to COVID-19 pandemic and the results will be our basis in conducting activities related COVID-19 pandemic. Thank you mam for supporting and helping us. God bless.

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			<p>Thank you for submitting your university's FY 2021 GAD Plan and Budget (GPB). Please find below our comments to the GPB for your consideration:</p> <p>1. These activities are for the general welfare of the target beneficiaries:</p> <p>a. Provision and maintenance of adequate and good lighting in the entire vicinity of CLSU (row 3);</p> <p>b. Provision of gender-responsive facilities such as napkin vending machine, soap, tissue paper sanitizer, clean, ample and safe water and.. (row 10);</p> <p>c. Distribution of health kit to the CLSU employees and students such as face shield, face mask, alcohol, scanner per office, swab test kit in infirmary (row 24);</p> <p>d. Series of needs-based skill training implementation among rural women/girls and men/boys in rural communities (row 6)</p> <p>e. Educational assistance for indigent intelligent male and female students (row 12)</p> <p>f. Distribution of health kit to the women/girls and men/boys in nearby rural communities (row 15)</p> <p>Direct GAD activities should address a GAD mandate or a gender issue, which refers to concerns arising from the UNEQUAL status of women and men stakeholders, including the EXTENT OF THEIR DISPARITY over benefits from and contributions to a policy or program. As such, while we recognize the importance of these activities, these cannot be directly charged to the GAD budget without clarifying the gender dimension or gender issue being addressed.</p> <p>Alternatively, your agency may opt to assess the umbrella program/s for these identified activities using the Harmonized Gender and Development Guidelines (HGDG) to determine (a) the level of gender-responsiveness of the program's design and (b) the corresponding budget that may be attributed to GAD following Section 1.2.2.2 of PCW Memorandum Circular 2020-05.</p> <p>2. We wish to clarify the learning materials to be developed on row 16. Will these materials focus on GAD topics?</p> <p>Please revise your FY 2021 GPB and return the same within 30 calendar days to PCW. Your university may get in touch with the reviewer through email address: mrrrbaylosis@pcw.gov.ph for clarifications or technical assistance.</p>
	Philippine Commission on Women	December 28, 2020	

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

	Gender Issue /Gad Mandate (1)	Cause of Gender Issue (2)	GAD Result Statement/GAD Objective (3)	Relevant Organization MFO/PAP or PPA (4)	GAD Activity (5)	Performance Indicators / Targets (6)	GAD Budget (7)	Source of Budget (8)	Responsible Unit Office (9)
1	Low awareness on rights as a worker and applicants among the clsu graduating students especially women	Lack of information among the students especially women regarding rights, privileges and opportunities in the workplace	To increase the level of awareness of students specifically women regarding the rights, privileges and opportunities in the workplace	Training Services	Seminar on Labor Employment and Gender Stereotyping in Job Hunting	No. of graduating students attended the seminar - More than 1,000 CLSU annual graduating students with 500 males and females while 500 midyear graduating students with 250 males and 250 females attended.		GAA	Office of Student Affairs
2	Low number of faculty members and researchers conducting gender-responsive researches which can be used as educational resources and tool in identifying GAD issues	Inadequate resources of GAD related researches available in the university and limited knowledge in conducting researches about GAD issues and concerns	To have adequate academic reference materials on GAD for students and faculty members	Research Division Services	Conduct GAD Responsive Researches	Number of GAD Responsive Researches conducted - At least 10 GAD related researches funded and conducted	2,000,000.00	GAA	Research Office College of Agriculture College of Veterinary Science and Medicine College of Arts and Social Sciences College of Science College of Engineering College of Education Agricultural Science and Technology School Institute of Climate Change and Environmental Management College of Home Science and Industry Training Office

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3	Incidence of sexual harassment and violence cases in the university among students and residents.	Inadequate and poor lighting system in some areas of the university	To prevent occurrence of sexual harassment and violence among the students, faculty and staff in the university.	Higher Education Services	Provision and maintenance of adequate and good lighting in the entire vicinity of CLSU	<p>Number of enhanced light bulbs installed in the different areas of CLSU - At least 75% from the total number of bulbs installed in CLSU</p> <p>Number of light bulbs replaced - At least 100 bulbs replaced</p> <p>Number of sexual harassment or violence cases in the university within the year - 100% free from any sexual harassment and violence against women</p>	5,000,000.00	GAA	<p>University Gender and Development Office</p> <p>University Security Force</p> <p>Physical Plant Site and Development Services</p>
4	Limited awareness on GAD issues and concerns among the students	Low integration of GAD concept in different student activities	To increase students awareness on GAD issues and concerns	Higher Education Services	GAD Contest, GAD Orientation, GAD Seminars, GAD Training	<p>Number of activities conducted - At least 10 activities conducted</p> <p>Number of students attended in each activity - At least 50 students attended with 25 females and 25 males in each activity</p>	1,768,600.00	GAA	<p>University Gender and Development Office</p> <p>College of Arts and Social Sciences</p> <p>College of Sciences</p> <p>University Science High School</p> <p>Agricultural Science and Technology School</p> <p>College of Engineering</p> <p>College of Agriculture</p> <p>College of Business Administration and Accountancy</p> <p>College of Education</p> <p>College of Fisheries</p>

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5	Limited knowledge on different types of violence against women and children among clsu employees and students	Inadequate of campaign on anti-violence against women and children	To engage the clsu employees and students in the information dissemination campaign on VAWC To increase the awareness of clsu employees and students on VAWC	Higher Education Services	Participation in the 18-day Campaign to End Violence Against Women and Children	Number of VAWC activities - All activities related to Anti-VAWC Campaign Number of participants attended in the VAWC activity - At least 50 students and employees with 25 females and 25 males attended in each VAWC activity	150,000.00	GAA	University Gender and Development Office GAD Focal Point System Members
6	Limited support services of the university in the rural communities in providing livelihood agricultural programs and home-based projects for unemployed women and men	Insufficient equal access to livelihood projects among women and men which might result to gender issues such as sex exploitation discrimination and sexual abuse	To develop and increase access of rural communities in livelihood skill training to improve the capacity to be and capacity to do by rural women/girls and men/boys	Training and Extension Services	Series of needs-based skill training implementation among rural women/girls and men/boys in rural communities	Number of needs-based skill training identified and conducted in the rural communities - At least 4 conducted Number of livelihood projects established and operational - At least 2 livelihood projects Number trained women/girls and men/boys trained - At least 25 women/girls and 25 men/boys trained	500,000.00	GAA	Extension Office College of Business Administration and Accountancy College of Agriculture College of Arts and Social Sciences College of Science College of Veterinary Science and Medicine College of Education
7	Lack of knowledge on GAD program and issues among the students and employees	Insufficient GAD information campaign materials distributed to the CLSU community	To increase the number of GAD campaign materials and avenues introduced and distributed to the student and employees	Higher Education Services	Intensify the development, conceptualization, production and distribution of GAD IEC Materials	50% increase in number of GAD IEC materials developed and produced - At least 5 GAD IEC materials developed, conceptualized, produced and distributed	Leaflet – 60,000.00 Newsletter – 100000.00 (Quarterly) Annual Report – 100000.00 Handbook – 10000.00 270,000.00	GAA	University Gender and Development Office College of Education
8	Lack of knowledge on GAD program and issues among the students and employees	Insufficient GAD information campaign materials distributed to the CLSU community	To increase the number of GAD campaign materials and avenues introduced and distributed to the student and employees	Higher Education Services	Implementation of GAD campaign modality like online/virtual	50% more online and virtual GAD campaign modality conducted - At least 25 aired		GAA	University Gender and Development Office
9	Low awareness on GAD concept among the children of CLSU faculty and staff.	Lack of introduction of GAD concept to the children of CLSU employees	To increase awareness on GAD concept among the children of CLSU employees	Support to Operation	Introduction to Gender and Development: Tutorial for Child Development	Number of children attended - At least 75% of children of clsu employees attended.	15,000.00	GAA	University Gender and Development Office Office of Student Affairs

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10	Inadequate safe and sanitary comfort rooms to use especially by women/girls	Unsecured and uncomfortable comfort rooms to use especially by women/girls	To ensure that school facilities are gender-responsive like comfort room	Higher Education Services	Provision of gender –responsive facilities such as napkin vending machine, soap, tissue paper sanitizer, clean, ample and safe water and	Number of comfort rooms renovated - At least 5 comfort rooms renovated and safe	4,540,000.00	GAA	University Gender and Development Office GAD Focal Point System Members Physical Plant Site and Development Services
11	Limited campaign on the different rights and privileges of women among students and employees	Insufficient campaign on women empowerment	To strengthen the campaign on women empowerment	Higher Education Services	Participation in the observance of the National Women's Month	Number of participants attended - At least 50 participants with 25 females and 25 males Number of Women s Month activities - All activities related to Women s Month	150,000.00	GAA	University Gender and Development Office GAD Focal Point System Members
12	Absence of educational assistance to indigent but intelligent male and female students	No program assistance for indigent but intelligent male and female students Due to pandemic, many students could not be supported by their parents to continue schooling	To provide financial assistance to indigent and intelligent male and female students to support their studies for better future To empower indigent male and female students through education	Higher Education Services	Educational assistance for indigent intelligent male and female students	Number of indigent female and male availed and qualified for the education assistance - At least 50 girls and 50 boys availed the education assistance	10,640,000.00	GAA	University Gender and Development Office Office of Student Affairs
13	Low involvement of male students and employees in GAD-related activities.	Lack of understanding that GAD is for everyone not only for female	To increase the involvement of male students and employees in GAD-related activities To increase appreciation of male to gender equality and equity concepts of GAD	Higher Education Services	4th CLSU Buwan ni Adan	Number of activities conducted - At least 5 activities conducted. Number of male participants - At least 50 male students and employees participated	150,000.00	GAA	University Gender and Development Office College of Veterinary Science and Medicine
14	Low number of GAD- Responsive Researches conducted, presented and published for dissemination	Low motivation on conduct of GAD-research work for publication and presentation	To motivate the faculty, students and other partner agencies to recognize GAD problems and conceptualize research using gender analysis and gender tools	Research Division Services	Annual Gender and Development Research Congress (paper and poster presentation)	Number of researches and poster presented in the activity - At least 10 male and female researchers presented their GAD research	1,000,000.00	GAA	University Gender and Development Office Research Office CLAARRDEC
15	Limited access in health protection services among the rural women/girls and men/boys in nearby rural communities	Unable to purchase a health protection kit against COVID-19	To provide health protection kit against COVID-19 among the women/girls and men/boys in nearby rural communities	Extension Services	Distribution of health kit to the women/girls and men/boys in nearby rural communities	Number of residents received the health kit - At least 500 women and 50 men received the health kit	690,000.00	GAA	University Gender and Development Office

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16	Low level of gender-responsiveness of the learning materials for quality education under COvid-19 pandemic	Lack of knowledge in developing a gender-responsive learning materials for quality education under COvid-19 pandemic	To develop a gender-responsive learning materials for quality education under COvid-19 pandemic	Higher Education Services	Development of Gender-Responsive Learning Materials for Quality Education under COvid-19 pandemic	<p>Number of gender-responsive learning materials developed - -At least 10 gender-responsive learning materials developed</p> <p>Number of students used the learning materials - At least 500 female and male students used the learning materials</p>	1,100,000.00	GAA	<p>University Gender and Development Office</p> <p>College of Arts and Social Sciences</p> <p>College of Science</p> <p>College of Veterinary Science and Medicine</p> <p>College of Home Science and Industry</p> <p>College of Business Administration and Accountancy</p> <p>College of Education</p> <p>College of Engineering</p> <p>College of Fisheries</p> <p>College of Agriculture</p> <p>University Science High School</p> <p>Agricultural Science and Technology School</p>
ORGANIZATION-FOCUSED ACTIVITIES									

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17	RA. no. 10028 also known as Expanded Breastfeeding Promotion Act of 2009	Absence of lactation stations in the university	To create an environment for working mothers where basic physical, emotional, and psychological needs of mothers and infants are fulfilled through the practice of rooming-in and breastfeeding.	Higher Education Services	Installation of lactation station in different units and colleges	No. of lactation station installed - At least 5 lactation station installed	650,000.00	GAA	University Gender and Development Office Research, Extension and Training General Administrative and Support Services College of Arts and Social Sciences College of Science College of Fisheries College of Home Science and Industry College of Business Administration and Accountancy College of Veterinary Science and Medicine College of Engineering College of Agriculture College of Education Office of Admission
18	Double burden experienced by the CLSU women employees in rearing their children	Limited opportunities provided to CLSU women employees to eliminate double burden in rearing their children	To eliminate the double burden experienced by CLSU women employees in rearing their children	Higher Education Services	Continuity of operation and service of GAD Child Development Center	Number of women employees availed for the free admission of the children in GAD CDC - 50% of children of CLSU employees aged 3- 4 years old catered Number of children of women employees from nearby service communities - At least 20 children admitted form nearby service communities	3,000,000.00	GAA	University Gender and Development Office GAD Child Development Center College of Education

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19	Inadequate mechanism for GAD capability building of the CLSU GFPS members and other GAD advocates	Poor attendance to local and international GAD-related seminars, conferences, training, symposium etc.	To strengthen the capability of CLSU GFPS and other GAD advocates for gender mainstreaming	Training Services	Participation in GAD seminars, conferences, symposium, training etc. (local and international)	Number of GAD seminars, conferences, symposium, training etc. (local and international) - At least 10 attendance in GAD seminars, conferences, symposium, training etc. (local and international) Number of GFPS members and GAD advocates attended specific activities - All GFPS members and GAD advocates attended the specific activities	500,000.00	GAA	University Gender and Development Office GAD Focal Point System Members
20	Low of knowledge among CLSU constituents on gender equality, issues and development; laws protecting women on VAWC; human sexuality; sexual harassment; and gender bullying	Insufficient information drive and absence of a strong unit to ensure that RA 7877, RA 9262 and RA 11313 are fully implemented in the university	To ensure that anti-sexual harassment act in the university is fully implemented.	Higher Education Services	Continue the operation of Anti-Sexual Harassment Unit	Number of students and employees complains and cases - All sexual harassment cases filed and at least 50% of complaints resolved.	1,000,000.00	GAA	University Gender and Development Office Office of Student Affairs
21	Low level of advocacy and implementation of GAD-related PPAs in CLSU.	Inconsistency of the university constituents in practicing gender and development in their daily routine.	To continue and intensify the advocacy and implementation of GAD PPAs in CLSU	HRMO Higher Education Services	Continue the operation and services of CLSU GAD Office and institutionalization of sex-disaggregated data	Number of GAD Focal Person designated - At least 20 GFPS members designated form different units and offices Number of personnel works for the implementation of GAD PPAs - 8 staff hired	1,500,000.00	GAA	University Gender and Development Office GAD Focal Point System Members

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22	Lack of appreciation in the importance of GAD concept in the workplace among the CLSU employees	Lack of knowledge on integration of GAD concept in the workplace	<p>To create a GAD-responsive relationship among the employees and improve productivity</p> <p>To gender-sensitize the clsu employees towards a gender-responsive treatment in the workplace</p>	Training Services	Seminar-Workshop on Gender Sensitivity in the Workplace	<p>Number of CLSU employees attended the activities by sex - At least 300 clsu employees with 150 males and 150 females attended activities</p> <p>Number of series of seminars conducted - At least 10 seminar workshop</p>	2,000,000.00	GAA	<p>University Gender and Development Office</p> <p>General Administration and Support Services</p> <p>College of Science</p> <p>College of Arts and Social Sciences</p> <p>College of Business Administration and Accountancy</p> <p>Center for Education Resources Development and Services</p> <p>College of Education</p> <p>College of Veterinary Science and Medicine</p> <p>College of Engineering</p> <p>Institute for Climate Change and Environmental Management</p> <p>College of Fisheries/Freshwater Aquaculture Center</p> <p>Research Office</p> <p>Extension Office</p> <p>Training Office</p> <p>CLAARRDEC</p> <p>Small Ruminant Center</p> <p>College of Home Science and Industry</p> <p>College of Agriculture</p> <p>University Science High School</p> <p>Agricultural Science and Technology School</p>

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23	Limited awareness on GAD issues and concerns among the clsu employees	Limited opportunities to raise awareness on GAD issues and concerns among the CLSU employees	To enhance the knowledge in GAD issues and concerns among the CLSU employees	Training Services	Capacitating CLSU employees through GAD seminars, workshop, training etc.	Number of CLSU employees attended - All CLSU employees attended the GAD seminars, workshop, training etc. Number of GAD seminars, workshop, training etc. conducted - At least 5 GAD seminars, workshop, training etc.	500,000.00	GAA	University Gender and Development Office General Administration and Support Services
24	Limited access in health protection services among clsu women and men employees and students against COVID-19 pandemic	Insufficient health kit/services available to be provided to the CLSU employees and students	To ensure that all clsu employees and students are equally provided with heath care protection services against COVID-19	HRMO Higher Education Services	Distribution of health kit to the clsu employees and students such as face shield, face mask, alcohol, scanner per office, swab test kit in infirmary	Number of clsu employees and students availed the health kit - At least 400 female and 400 male clsu employees, and 5,000 male and 5,000 female students received the health kit	8,570,000.00	GAA	University Gender and Development Office
ATTRIBUTED PROGRAM									
25					Acquisition on ICT Equipment and Facilities - Expansion of University Wide Area Network for the Implementation of Information System Integration		19,536,000.00	GAA	Central Luzon State University
26					Upgrading of the RET Famers' Training Hostel as a Conduit to Capability Enhancement and Rural Development (U-RET CARD)		18,750,000.00	GAA	CLSU - Training Office
SUB-TOTAL							84,049,600.00	GAA	
TOTAL GAD BUDGET							84,049,600.00		

Prepared By:	Approved By:	Date
JANET O. SATURNO	EDGAR A. ORDEN	
Director, UGADO	University President	