



# DepEd – DIVISION OF QUEZON

Sitio Fori, Brgy. Talipan, Pagbilao, Quezon  
Cell # 09175824627 or at [www.depedquezon.com.ph](http://www.depedquezon.com.ph)  
"Creating Possibilities, Inspiring Innovations"



Registration Number:  
QAC/R63/0216

January 25, 2019

## DIVISION MEMORANDUM

DM No. 028, s. 2019

### ESTABLISHING MALE-ADVOCATES OF GENDER AND DEVELOPMENT TO SUPPORT THE DIVISION GAD FOCAL POINT SYSTEM (GFPS)

**To:** Assistant Schools Division Superintendent, CID/SGOD Chiefs, Education Program Supervisors, Education Program Specialists, Public Schools District Supervisors, Elementary and Secondary School Heads, Teaching/Non-teaching Personnel, All Concerned

1. Pursuant to the provisions of Section 36-b of RA No. 9710 (Magna Carta for Women) stipulated in DO No. 27, s. 2013 (Guidelines and Procedure on the Establishment of DepEd Gender and Development Focal Point System at the Regional, Division and School Levels), this Office hereby establishes a group of male-advocates of Gender and Development with the primary aim of supporting initiatives of the **Division GAD Focal Point System (GFPS)**.
2. This support mechanism shall be known as "**Men Advocating GAD-Consciousness for Human Equity through Transformative Education (MACHETE)**".
3. MACHETE promotes three (3) Causes, namely: a) Organize; b) Advocate; and c) Support. To realize these Causes, the following objectives are set: a) to create committees and group chapters committed to GAD; b) build GAD knowledge through transformative education; c) collaborate with other GAD-advocating agencies; d) conduct activities/tilts that promote gender awareness and mainstreaming, as well as advocate VAWC-free community; e) integrate HIV/AIDS education; and f) select Best School GADvocate in partnership with the HRTD.
4. Please see enclosed project brief to know more about MACHETE and initial list of members for your reference. The official MACHETE Facebook page for GAD updates/activities is titled "**Ako si MACHETE**". Access the membership application form through [tinyurl.com/macheteAko](http://tinyurl.com/macheteAko).
5. Immediate and widest dissemination of this Memorandum is desired.

DEPED - QUEZON ICT UNIT
<b>UPLOADED</b>
Date/Time: 1-30-19
By: Rommel
Ref. no: 028

**MERTHEL M. EVARDOME, CESO VI**  
Schools Division Superintendent

smeord01/25/2019

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Enclosure No. 1 to DM No. 027, s. 2019

## PROJECT BRIEF

### Men Advocating GAD-Consciousness for Human Equity through Transformative Education (MACHETE)



#### I. INTRODUCTION

Gender and Development (GAD) refers to the development perspective and process that is participatory and empowering, equitable, sustainable, free from violence, respectful of human rights, supportive of self-determination and actualization of human potentials.

For many years, it has been seeking to achieve gender equality as a fundamental value that should be reflected in development choices and, as highlighted by the Philippine Commission on Women (PCW), contends that women are active agents of development, not just passive recipients of development. Thus, various advocacy groups are formed to empower women and fight for their equal rights. These groups are primarily led by women themselves, while men play a less active role in the promotion of their causes.

In similar respects, in time with the developing perspectives on GAD-related initiatives and emergent researches on gender issues, male groups advocating gender equality grows in number. It is found out that since "...development groups are increasingly arguing that with patriarchal culture norms standing as the key barrier to women's empowerment, projects must target changing attitudes among men and boys in order to create lasting improvements for women and girls" (Edwards, 2017). That is, they also become active partakers in the effort for Gender and Development.

According to Garry Barker, the co-founder of Promundo – a leading organization working on engaging men and boys in gender equality since 1997, as cited in Edwards (2017), women's empowerment and the vulnerabilities of girls are the focus of so much development assistance but there are limitations to their effectiveness if those programs are not engaging men, as well as thinking of men's own gendered realities... For him, "approaches should be gender transformative [challenging deep gender norms and discrimination]". Another notable organization is the MenEngage global alliance which now has more than 600 NGO members, U.N. groups and others working with men and boys for gender equality.

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Believing that men can also be instruments for the long-cherished gender equity, the Men-Advocating GAD-Consciousness for Human Equity through Transformative Education (MACHETE) is hereto established, in support to the GAD Focal Point system (GFPS) of DepEd Quezon, with the aim of providing more gender-responsive programs and activities in the schools, learning centers and division office.

### II. LEGAL BASES

MACHETE is spurred by different gender-related laws which include the International Bill of Rights of Women (Convention on the Elimination of All Forms of Discrimination Against Women-CEDAW) ratified 177 countries including the Philippines which has slated a gender equality provision in its Constitution, thus: "it recognizes the role of women in nation-building, and shall ensure the fundamental equality before the law of women and men (Section 14 of Article II).

Other laws and policies that support this advocacy are the Women in Development and Nation-Building Act (RA 7192), the Philippine Plan for Gender-Responsive Development (PPGD), 1995-2025, the Anti-Sexual Harassment Act (RA 7877), the Anti-Trafficking in Persons Act (RA 9208), the Anti-Violence against Women and their Children Act of 2004 (RA 9262), laws on Rape (RA 8353 and RA 8505), and the Magna Carta of Women (Republic Act No. 9710).

In terms of implementation, it shall be consistent with DO No. 27, s. 2013 (Guidelines and Procedure on the Establishment of DepEd Gender and Development Focal Point System at the Regional, Division and School Levels), as well as with DO No. 63, s. 2012 (Guidelines on the Preparation of GAD Plans, Utilization of GAD Budget and Submission of Accomplishment Reports).

### III. CAUSES

Recognizing the relevance of rapid changes in the modern times in the context of Gender and Development, this organization extends the application of timely Causes that could raise awareness and responsiveness on gender issues. It shall be known to its members as ORAS, which stands for Organize, Advocate and Support.

- a) *Organize*- form groups of men advocating gender equity and supporting efforts of women on Gender and Development, promoting gender equity in schools, LCs and workplace
- b) *Advocate*- implement activities that widens understanding of gender issues and mainstreaming on the lens of men
- c) *Support*- provide support mechanisms to expand awareness and disseminate/share resources on Gender and Development through incorporation of ICT and expansion of linkages with other social groups

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### IV. OBJECTIVES

To attain the Causes of this organization, the following objectives are set:

- a) Form committees and group chapters committed to Gender and Development advocacies;
- b) Build knowledge on Gender and Development through transformative education;
- c) Collaborate with other GAD-advocating agencies;
- d) Conduct activities and contests that promote gender awareness and mainstreaming, as well as advocate VAWC-free community;
- e) Integrate HIV/AIDS education; and
- f) Select Best School GADvocate.

### V. MEN DEFINED

This term as used in context is operationally defined in this organization as "male advocates" of gender equity, whether single, married or youth (limited to male secondary students who are active members of school or community groups). Further, the term "male" has reference to biological characteristics regardless of sexual orientations.

### VI. MEMBERSHIP

Membership is open to all employees of DepEd Quezon (office and field personnel), including members of youth organizations.

- a) *Full-fledged Membership*- voluntary membership of any male employees/youth of DepEd Quezon with full enjoyment of stated privileges. This may be done by completing and submitting the membership form. This bona fide membership entails the following advantages:
  - a.1. *Has an equal opportunity to be elected or appointed as part of the "Men-Advocate Committee" (MAC);*
  - a.2. *Can be tapped on GAD-related activities and competitions of the Division as member of ad hoc teams and technical working committees;*
  - a.3. *Has full access to GAD-related resources from the Division/Region/Central Office and/or GAD-advocating agencies;*
  - a.4. *Can be a member/ moderator of the official social media group dedicated to the Causes of this organization;*
  - a.5. *May submit GAD-related news articles to the Division/Regional Office for advocacy purposes and/or publication;*
  - a.6. *Can build linkages and/or membership with other GAD-advocating civic organizations;*
  - a.7. *Can be invited as resource speaker or facilitator during the annual GAD convention; and*
  - a.8. *May join in any or all GAD-related activities of the Division.*

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- b) *Auxiliary Membership*- automatic membership of all male employees of the Division Office; voluntary membership of male DepEd Quezon employees in the field. This may be done by completing and submitting the membership form. This type of membership entails the following advantages:
- b.1. *Has access to GAD-related resources from the Division/Region/Central Office and/or GAD-advocating agencies;*
  - b.2. *Can be a member of the official social media group dedicated to the Causes of this organization;*
  - b.3. *May submit GAD-related news articles to the Division/Regional Office for advocacy purposes and/or publication; and*
  - b.4. *May join in any or all GAD-related activities of the Division.*

### VII. END OF MEMBERSHIP

Full-fledged or auxiliary membership shall cease upon death, termination in one's station, voluntary resignation, or violation against the Causes of this organization.

### VIII. COMMITTEE

The committee intended for this organization shall be known as MAC, which stands for "Men-Advocate Committee". The MAC shall not mean to replace the Division's Committee on GAD Focal-Point System (GFPS), but shall act as a support mechanism to promote gender-responsiveness and advocacy. It shall be responsible for the implementation of GAD-related activities supplied in this proposal. It shall be responsible for accepting members and installing officers who are bound to a three-year tenure upon Oath Taking. It shall have authority to cancel the membership of any officer from the MAC with due consideration. It shall be comprised of the following:

<i>Chairperson:</i>	Buddy Chester Repia, ASDS
<i>Vice-Chairperson:</i>	Oscar R. Duma, Jr., SEPS
<i>Secretariat:</i>	Elizabeth M. De Villa, SGOD Chief/GADvocate
	Regina V. Marino, SEPS/GAD FP
	Juanito A. Merle, SEPS/MACHETE Adviser
	Walter F. Galarosa, EPS/GADvocate

MAC Membership shall cease upon death, termination in one's station, voluntary resignation, or violation against the Causes of this organization. Any MACHETE officer shall not be removed without prior approval of the MAC.

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## IX. STRATEGIES

OBJECTIVES	ACTIVITY	DESCRIPTION	TIMEFRAME
To discuss organizational activities and accomplishments	Regular Meeting	Schedule to be decided upon installation of MACHETE officers	N/A
To create a resource center for sharing of information and GAD materials	Creation of "Ako si MACHETE"	Social media group for resource dissemination and linkaging	January 2019
To strengthen the organization and promote GAD advocacy through lectures/fora	MACHETE/GAD Convention	Annual gathering of GAD advocates in the Division	May 2019
To build partnerships with other local or youth organizations	Coordinating with community group/s advocating GAD	Linkages for potential harmonization of activities and other benefits of networking	June 2019
To select school exemplars in the implementation of GAD-related activities	Selection of Best School GADvocate	Recognition of Best GAD implementer in connection with the Gawad Gintong Binhi through the HRTD	October 2019
To encourage participation of members in a run/walk for a cause	"MENrathon"	Advocacy Walk/Run in time with International Men's Day	November 2019
To sustain the continued advocacy of the Division on GAD	GAD-related competitions	Conduct of poster/short film making, poetry/song writing, slogan/ infographic tilt, essay writing, advocacy walk/run, quiz bee, etc.	March 2019- November 2019

*\*Activities may be added or modified upon installation of MACHETE officers.*

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## X. CALENDAR OF CELEBRATIONS

Below is a matrix of national and international celebrations relative to the promotion of Gender and Development, and well-being of men and women, including their children. These observances shall be the bases of MACHETE activities.

CELEBRATION	DATE
National Women's Month	March 2019
International Women's Day	March 8
AIDS Candlelight Memorial Day	May 19
National Men's Health Month	June 2019
International Day for the Elimination of Sexual Violence in Conflict	June 19
International Widows' Day	June 23
International Day of the Girl Child	October 11
International Day of Rural Women	October 15
International Day for the Elimination of Violence against Women and Children	November 25
National Consciousness Day for the Elimination of Violence Against Women and Children	
18-Day Campaign to End Violence Against Women (VAW), as per Proclamation 1172, s. 2006	November 25 to December 12
National Children's Month	November
International Men's Day	November
AIDS Awareness Month	December
World AIDS Day	December 1

*\*This calendar may be updated upon installation of MACHETE officers.*

## XI. FUNDING

The implementation of MACHETE strategies will be supported by the Division GAD Fund, and by other funding sources as may be deemed appropriate by its committee and approved by the Schools Division Superintendent (SDS).

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### XII. EVALUATION

An annual evaluation of MACHETE activities shall be conducted in view of the organizational Causes and strategies implemented. This shall be done every December. This shall also be the basis for continuous improvement.

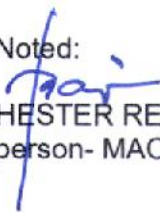
### XIII. AMENDMENT

Any part of this project brief may be amended as deemed necessary by the MAC and approved by the SDS.

Prepared:

  
OSCAR R. LUMA, JR.  
SEPS/ Innovator- MACHETE

Noted:

  
BUDDY CHESTER REPIA  
ASDS/ Chairperson- MACHETE

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Enclosure No. 2 to DM No. 028, s. 2019

## INITIAL LIST OF MACHETE MEMBERS

(as of January 25, 2019)

No.	NAME	SCHOOL/OFFICE	MEMBERSHIP CATEGORY
1	Seño, Toribio, Fernando	SDO	Full-fledged
2	Valiente, Bore, Reivall	SDO	Full-fledged
3	Dedace, Lindog, Vince Angelo	SDO	Auxiliary
4	Rivera, Ayuma, Ronnjemmele	SDO	Auxiliary
5	Jarasa, Joseph Endepenso	SDO	Full-fledged
6	Cuerdo, Byron Aloysius Vendiola	Ilayang Yuni NHS	Full-fledged
7	Rodil, John Cavin	Malinao Ilaya NHS	Full-fledged
8	Obuyes, Logronio, Monroe	Langgas NHS	Full-fledged
9	De Guzman, Sekito, Alvin	Tongohin National High School	Full-fledged
10	Bagagñan Maceda Jay	Cumbahan Elem. School	Full-fledged
11	Rañeses, Salumbides, Angelo	SDO	Auxiliary
12	Romulo, Alexander Guevarra	SDO	Full-fledged
13	Ladines, Racsag, Bryan	SDO	Auxiliary
14	Prieto, Franz Christian, Ner	SDO	Auxiliary
15	Perez, Landicho, Marlon	SDO	Auxiliary
16	Rabina Jr., Reyes, Marianito	SDO	Full-fledged
17	Oestar, Ona, Ricardo	Canda National High School	Full-fledged
18	Condes, Reicon Cristobal	Talipan National High School	Full-fledged
19	Nieva, Raymond Q.	SDO	Auxiliary
20	Villania, Cusi, Norvic	SDO	Auxiliary
21	Hernandez, Mendoza, Restituto	Dolores District	Full-fledged
22	Opeña, Elenar Bantoc	Padre Burgos District	Auxiliary
23	Mejilla, Renzdy Alpuerto	Dr. Maria D. Pastrana NHS	Full-fledged
24	Garcia, Gadia, Francis	Polo South Elementary School	Auxiliary
25	Bantoc, Almariego, Aris	Elias A. Salvador National HS	Auxiliary
26	Baloloy, Paterno, Jr. Buban	Calauag NHS	Full-fledged
27	Alvarez, Sotomayor John Eric	Polo South Elementary School	Auxiliary
28	Mabeza, Nañez, Caizar Theodore	Nabangka Elementary School	Full-fledged
29	Nombrefia, Del Rosario, John Howard	Casay National High School	Full-fledged
30	Villenes, Masaganda, Rejulios	SDO	Full-fledged
31	Merle, Juanito A. Merle	SDO	Full-fledged
32	Bernabe, Estoras, Marck Andro	SDO	Full-fledged

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33	Jamer M. Manalo	Godofredo M. Tan. MSAT	Full-fledged
34	Mogol, Oco. Mike Aljon	Elias A. Salvador NHS	Full-fledged
35	Duma, Rocafor Oscar Jr.	SDO	Full-fledged

*\*Still accepting members*

	<p style="text-align: center;"><b>OPEN TO MALES</b></p>
<p><b>MEMBERSHIP LINK:</b> <a href="https://tinyurl.com/macheteAko">tinyurl.com/macheteAko</a></p> <p><b>FACEBOOK GROUP:</b> Ako si MACHETE 💪</p>	<p><i>noun</i> a person bearing an X and Y chromosome pair in the cell nuclei and normally having a penis, scrotum, and testicles...</p> <p>Source: <a href="https://www.dictionary.com/browse/male">https://www.dictionary.com/browse/male</a></p>

*“Men don’t have a starring role here,  
it’s about what they can do as an ally to support women.”  
- Jessica Huber, Gender Specialist at the International Foundation for Electoral Systems (IFES)*

-Nothing follows-

