



Republic of the Philippines
Department of Education
Region IV-A
SCHOOLS DIVISION OF QUEZON PROVINCE

21 September 2020

DIVISION MEMORANDUM
DM No. 278, s. 2020

**STRENGTHENING THE MACHETE INITIATIVE OF DEPED QUEZON'S
GAD FOCAL POINT SYSTEM (GFPS)**

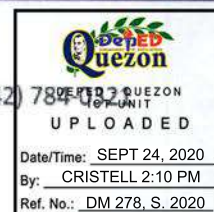
To: OIC-Assistant Schools Division Superintendents, CID and SGOD Chiefs, Education Program Supervisors, Education Program Specialists, Section/Unit Heads, Public Schools District Supervisors, Elementary and Secondary School Heads, Teaching and Non-teaching Personnel, Duly Elected District MACHETE Officers, School GAD Focal Point System, and Others Concerned

1. Pursuant to the provisions of Section 36-b of the **Republic Act No. 9710** (Magna Carta for Women) stipulated in the **DepEd Order 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 declares the strengthening and rekindling of the **Men Advocating GAD-Consciousness for Human Equity through Transformative Education**, locally known as **MACHETE**, which was inaugurated in 2019.
2. The DepEd Quezon's MACHETE is an organization of male advocates of GAD with the primary goal of supporting the initiatives of the **Division GAD Focal Point System (GFPS)** chaired by the Schools Division Superintendent (SDS) through the implementation of gender-responsive and gender-sensitive programs and activities that celebrate the equality of both men and women.
3. The MACHETE highlights three (3) timely organizational Causes, namely:
 - a) **Organize**—to form groups of male personnel in the division, district and school levels advocating gender equity and supporting efforts of women on GAD and promoting gender equity in schools, LCs and workplace

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- b) **Advocate**—to implement GAD programs, activities and projects (PAPs) that widen understanding of gender issues and mainstreaming, and engage other people to participate in gender-supportive initiatives
 - c) **Support**—to provide support materials to expand awareness and disseminate/share resources on GAD through incorporation of ICT and varied social media platforms, as well as expansion of linkages with other government/non-government organizations
- 4) To realize these Causes, the following objectives are set:
- a) form committees/chapters at the division, district and school levels which shall aim to commit to GAD advocacies;
 - b) build knowledge and awareness on GAD through transformative education;
 - c) collaborate with other GAD-advocating agencies for the promotion of GAD programs and activities of the DepEd Quezon;
 - d) conduct activities and contests that promote gender awareness and mainstreaming, and integrate HIV/AIDS education, as well as advocate VAWC-free community in the New Normal; and
 - e) promote GADvocacy in all governance levels.
- 5) The **MACHETE Advocacy Committee (MAC)** of the DepEd Quezon shall act as support committee of the Division's GFPS to promote gender-responsiveness of GAD programs and advocacies. The Division MAC shall be composed of the following:
- a) Division GFPS as the overhead committee;
 - b) Project Managers;
 - c) Chief GADvocates;
 - d) GAD Focal Person;
 - e) Advisers; and
 - f) MACHETE Officers

*Please see the composition of the MAC in **Enclosure No. 1**.

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- 6) **Advisorship** shall be taken by the **Public Schools District Supervisor (PSDS)** at the district level, while the School Head assumes this responsibility at the school level.
- 7) All levels of governance—school, district and division—are expected to create a set of **MACHETE Officers** that shall manage their respective members and activities. At the school level, the Officers may be a male teaching, teaching-related or non-teaching personnel; whereas at the district level, the Officers may come from the roster of male school heads.
- 8) The Officers shall be comprised of the following positions:
- a) President;
 - b) Vice President;
 - c) Scribe;
 - d) Treasurer (optional);
 - e) Auditor (optional);
 - f) Information Officer/s;
 - g) Project Coordinator;
 - g) Martials; and
 - h) Escort.
- *Please see the list of Division MACHETE Officers in **Enclosure No. 2**.
- 9) Any MACHETE Officer at all governance levels shall not be removed or replaced without prior approval of the Division MAC and/or the overall district officers. In case of membership cessation in the District MACHETE, the concerned President in coordination with the Adviser shall inform the Division MAC for the updating of member registry.
- 10) The **District MACHETE president** is highly encouraged to join the private group chat of the Division MAC for communication and updating purposes. The presidents are requested to accomplish the following form to receive an invitation to join:
tinyurl.com/dispresMACHETE.

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- 11) There shall be two (2) types of membership, listed as follows:
- a) **Default Membership**- It refers to the "automatic membership" of all male employees of the DepEd Quezon schools and offices.
 - b) **Full-fledged Membership**- It refers to the "voluntary membership" of any male employee of the DepEd Quezon schools and offices, upon completing and submitting the **MACHETE Membership Application Form (MMAF)** through the District MACHETE. Please see the suggested MMAF template in **Enclosure No. 3** (which can be transferred to Google Form for convenience of application). Any default member may request for full-fledged membership requiring active engagement in all MACHETE PAPs.
- 12) The **official MACHETE Facebook Page** is named "**Ako si MACHETE**". Any DepEd Quezon employee—male or female—may join this public page.
- 13) For further details on the MACHETE initiative, please see the Project Brief attached to this Memorandum.
- 14) Immediate and widest dissemination of this Memorandum is highly desired.

ELIAS A. ALICAYA, JR., Ed.D.
Assistant Schools Division Superintendent
Officer-in-Charge
Office of the Schools Division Superintendent

smeord09/21/2020

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Enclosure No. 1 to DM No. 278, s. 2020

MACHETE ADVOCACY COMMITTEE (MAC)

Overhead Committee	Division GAD Focal Point System (GFPS) Chaired by: Elias A. Alicaya, Jr., EdD/ OIC-SDS Co-Chaired by: Gregorio A. Co, Jr./ OIC-ASDS Gregorio T. Mueco/ OIC-ASDS Herbert D. Perez/ OIC-ASDS <i>Refer to DM No. 260, s. 2020 for the reconstituted GFPS.</i>
Project Managers	Gregorio A. Co, Jr./ OIC-ASDS/ SGOD in-charge Oscar R. Duma, Jr./ Senior Education Program Specialist
Chief GADvocates	Elizabeth M. De Villa/ SGOD Chief Lorena S. Walangsumbat, EdD/ CID Chief
Division GAD Focal Person	Michelle G. Duma/ Education Program Specialist II
Advisers	Juanito A. Merle, EdD/ Education Program Supervisor Walter F. Galarosa, EdD/ Education Program Supervisor
MACHETE Officers	<i>See Enclosure No. 2.</i>

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Enclosure No. 2 to DM No. _____, s. 2020

DIVISION MACHETE OFFICERS

(Elected on March 4, 2019 at the Division Training Center)

President	-	Raul A. Agaran/ EPS
Vice-President	-	Joseph E. Jarasa/ EPS
Scribe	-	Ronnjemmele A. Rivera/ Librarian-II
Treasurer	-	Rodelio R. Esmerna, Jr./ AO-II
Auditor	-	Paul Marvin V. Samson/ ADAS-III
Information Officer	-	Arvin V. Zeta/ ADAS-III
Project Coordinator	-	Gilbert C. Alva/ SEPS
Martials	-	Alexander Romulo/ ADAS-II
	-	Jeffrey E. Maaño/ ADAS-II
	-	Edwin P. Signo, Jr./ AA-IV
	-	Amador V. Capinpin/ Senior ADAS-I
Escort	-	Vince Angelo L. Dedace/ ADAS-II

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Enclosure No. 3 to DM No. _____, s. 2020

MACHETE MEMBERSHIP APPLICATION FORM (MMAF)

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

Data Privacy Notice: All personal information to be provided shall be used solely for the purpose of this organization and shall be kept confidential as per the Data Privacy Act of 2012.

PERSONAL INFORMATION			
Name (Last, Middle, First)		School	
Age		District	
Civil Status		Position	
Religion		DepEd Email	
Home Address		Facebook Account/ Profile Name	
Affiliation		Personal Contact No.	
Nearest of Kin		Emergency Contact No.	

INTENTION	
State briefly why you want to apply for full-fledged membership, and what you can contribute to the organization.	

I understand the privileges and responsibilities associated to this application for full-fledged membership.

I hereby confirm that the information provided above are true and correct.

PRINTED NAME OF APPLICANT

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PROJECT BRIEF

Gender and Development (GAD) Initiative of DepEd Quezon in the New Normal



**Men Advocating GAD-Consciousness for Human Equity
through Transformative Education (MACHETE)
FY 2020**

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

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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.

II. INSTITUTING MACHETE



Believing that men can also be instruments to attain gender equity, the Men-Advocating GAD-Consciousness for Human Equity through Transformative Education, abbreviated as the MACHETE, is hereto established in support to the GAD Focal Point system (GFPS) of DepEd Quezon. It shall aim to provide more gender-responsive programs and activities in the schools and the Division Office, most especially now that the society enters the New Normal. The MACHETE is an organization of men, for the benefit of both men and women.

III. MEN DEFINED

The term MEN (used operationally) refers to "male advocates" of gender equity and gender-inclusiveness. It has reference to the biological characteristics of the person assigned at birth, regardless of sexual orientation or sexual identity.

IV. 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-

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CEDAW) ratified by 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 XIV, Article II).

Other laws and policies that support this advocacy are the Women in Development and Nation-Building Act (Republic Act No. 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 (RA 9710).

In terms of implementation, it shall be consistent with the DepEd Order 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 the DepEd Order No. 63, s. 2012 (Guidelines on the Preparation of GAD Plans, Utilization of GAD Budget and Submission of Accomplishment Reports).

V. OBJECTIVES

To attain the Causes of this organization, MACHETE intends to:

- a) form committees/chapters at the division, district and school levels which shall aim to commit to GAD advocacies;
- b) build knowledge and awareness on GAD through transformative education;
- c) collaborate with other GAD-advocating agencies for the promotion of GAD PAPs of DepEd Quezon;
- d) conduct activities and contests that promote gender awareness and mainstreaming, and integrate HIV/AIDS education, as well as advocate VAWC-free community in the New Normal; and
- e) promote GADvocacy in all governance levels.

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VI. ORGANIZATIONAL CAUSES

Recognizing the relevance of rapid changes in the modern times in the context of Gender and Development (GAD), including the challenges brought by the national public health emergency, this organization extends the application of "timely organizational causes" that would raise awareness and responsiveness on perpetuating gender issues. It shall be known to its members as the ORAS, which stands for Organize, Advocate and Support.



- a) **ORGANIZE**—to form groups of male personnel in the division, district and school levels advocating gender equity and supporting efforts of women on GAD and promoting gender equity in schools, LCs and workplace
- b) **ADVOCATE**—to implement GAD programs, activities and projects (PAPs) that widen understanding of gender issues and mainstreaming, and engage other people to participate in gender-supportive initiatives
- c) **SUPPORT**—to provide support materials to expand awareness and disseminate/share resources on GAD through incorporation of ICT and varied social media platforms, as well as expansion of linkages with other government/non-government organizations

VII. BENEFICIARIES

This initiative seeks to benefit all learners and personnel of the DepEd Quezon towards achieving a learning and working environment that is inclusive and free discrimination on the basis of sex and gender, recognizing equality of the human person and responding to the different gender realities with respect or acceptance through the implementation of GAD PAPs.

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VIII. COMMITTEE

The committee intended for this organization shall be known as the "MACHETE Advocacy Committee" which shall be otherwise known as the "MAC". The Division MAC shall not mean to replace the Division's Committee on GAD Focal-Point System (GFPS), but shall act as a support committee to promote gender-responsiveness and advocacy. It shall be responsible for the implementation of GAD-related activities in coordination with the Division GAD focal person and the Division GFPS.

The MAC shall also be responsible for processing the approval of membership application of default members (through the issuance of a Division Memorandum duly signed by the Schools Division Superintendent), and installing Division Officers who are bound to a three-year tenure and who shall be accountable to the implementation of MACHETE PAPs. It shall have authority to cancel the membership of any full-fledged MACHETE member and Division MAC officer based on performance or behavior. It shall be comprised of the a) Division GFPS as the overhead committee; b) the Chairperson and Co-Chairperson who shall set strategic directions and lead the MACHETE; c) the Adviser/s who shall provide useful inputs in the effective and efficient planning, implementation and evaluation of the MACHETE PAPs; and d) the duly elected/appointed MACHETE Officers in the Division.

IX. MACHETE MEMBERSHIP

Membership is open to all employees of the DepEd Quezon (office and field personnel), including members of youth organizations moderated/supervised by an Adviser. All levels of governance—school, district and division—is expected to create a set of MACHETE Officers that shall manage their respective members and activities. The Officers shall be comprised of the following positions: a) President; b) Vice President (external/internal—optional); c) Secretary/Scribe; d) Treasurer (optional); e) Auditor (optional); f) Public Information Officer; g) Peace Officers; and h) Project Manager. The school head and the Public Schools District Supervisor shall serve as Adviser in the school and district, respectively.

- a) **Default Membership-** It refers to the "automatic membership" of all male employees of the DepEd Quezon schools and offices in all governance levels. In this type of membership, members:

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- a.1. have access to GAD-related resources from the Division Office and/or other GAD-advocating agencies;
 - a.2. can be a member of the official social media group/s of the MACHETE dedicated to its organizational causes;
 - a.3. may submit GAD-related news/feature articles to the Division for advocacy purposes and print/electronic publication; and
 - b.4. may join in any GAD-related activities of the Division.
- b) **Full-fledged Membership**- It refers to the "voluntary membership" of any male employee of the DepEd Quezon schools and offices in all governance levels, upon completing and submitting the online MACHETE Membership Application Form (MMAF) to the Division MAC. It requires active engagement of members in all MACHETE PAPs. In this bona fide membership, members:
- b.1. have an opportunity to be elected/appointed as part of the Division-MAC; the District-MAC or the School-MAC;
 - b.2. can be tapped on GAD-related activities and competitions of the Division as member of ad hoc teams and technical working committees;
 - b.3. have access to GAD-related resources from the Division/Region/Central Office and/or GAD-advocating agencies;
 - b.4. can be a moderator/administrator of the official social media group/s of the MACHETE dedicated to its organizational causes;
 - b.5. may submit GAD-related news articles to the Division/Regional Office for advocacy purposes and print/electronic publication;
 - b.6. can build linkages and/or membership with other GAD-advocating civic organizations;
 - b.7. may be invited as resource speaker or facilitator during the annual GAD convention or other Division activities; and
 - b.8. may join in any GAD-related activities of the Division.



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X. END OF MEMBERSHIP

MAC and MACHETE memberships shall cease only upon death, termination, voluntary resignation, or GFPS written decision on the basis of performance or behavior. Any MACHETE Officer at all governance levels shall not be removed or replaced without prior approval of the Division MAC. In case of membership cessation in the District MACHETE, the concerned President in coordination with the Adviser shall inform the Division MAC for the updating of member registry.

XI. STRATEGIES

To attain the objectives of this initiative, the following strategies shall be adopted.

ACTIVITIES	OBJECTIVES	REMARKS
MAC/ Officer Meetings	To discuss organizational activities and review accomplishments	It should be conducted quarterly, and as deemed necessary.
Management of "Ako si MACHETE" Facebook Page	To manage a social media resource center for sharing of information and GAD advocacy materials	Membership is open to both men and women in DepEd Quezon. Private group chat for Division and District MACHETE is highly encouraged.
MACHETE Conference	To strengthen the organization and promote GAD advocacy through lectures/fora	It is a conference of MACHETE and/or GAD advocates in the Division.
Coordinating with community group/s advocating GAD	To build partnerships with other local GAD organizations	It deems to create linkages for potential harmonization of activities and for other benefits of networking.
Selection of Best School/District GADvocate	To select school/district exemplars in the implementation of	It is a rewards and recognition mechanism for Best GAD implementers in connection with

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	MACHETE/GAD-related PAPs	the Division's "Gawad Gintong Binhi".
MENxercise/ Online Zumba for Men and Women	To encourage participation of members into exercise/dance activities for maintaining physical health	This may be done in partnership with the School Health Section's "I HEART U" project.
GAD contests	To sustain the continued advocacy of the Division on GAD through relevant competitions	It may be implemented through the conduct of poster/short film making, poetry/song writing, slogan/ infographic tilt, essay writing, advocacy walk/run, quiz bee, etc.
Convention	To sustain the continued advocacy of the Division on GAD through discussion and sharing of ideas and resources	It shall be done in collaboration with the GFPS.

XII. 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.

CELEBRATIONS	MONTH/ DATE
National Women's Month	March
International Women's Day	March 8
AIDS Candlelight Memorial Day	May 19
National Men's Health Month	June
International Day for the Elimination of Sexual Violence in Conflict	June 19
International Widows' Day	June 23

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International Day of the Girl Child	October 11
International Day of Rural Women	October 15
International Day/ National Consciousness Day for the Elimination of Violence against Women and Children	November 25
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

XIII. FUNDING

The implementation of MACHETE strategies shall be supported by the Division GAD Fund, depending on the availability of funds, and by other funding sources as may be deemed appropriate by the GFPS or the MAC, approved by the Schools Division Superintendent.

XIV. 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 of the current fiscal year. This shall be the basis for continuous improvement.

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XV. AMENDMENT


Any part of this project brief may be amended as deemed necessary by the GFPS and/or the MAC.

*“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)

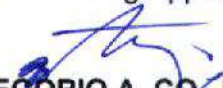
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