



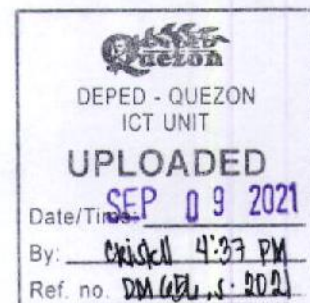
Republic of the Philippines
Department of Education
Region IV-A
SCHOOLS DIVISION OF QUEZON PROVINCE

07 September 2021

DIVISION MEMORANDUM
DM No. 626, s. 2021

**CONDUCT OF GENDER AND DEVELOPMENT (GAD) ACTIVITIES IN VIEW
OF THE COVID-19 SITUATION**

To: OIC-Assistant Schools Division Superintendents
Division Chiefs
Education Program Supervisors and Specialists
Division Section/Unit Heads
Public Schools District Supervisors
Secondary and Elementary School Heads
Non-Teaching Personnel
All Concerned



1. In view of the continuing threat of COVID-19, this Office through the Division GAD Focal Point System (GFPS) issues this Memorandum to guide the schools in the implementation of Gender and Development (GAD) activities.
2. The **safety of personnel** shall be given the **highest priority** in the conduct of activities. Thus, schools are **highly encouraged to use online platform**, as deemed necessary and applicable in the **implementation of GAD activities**, such as the conduct of trainings, seminars, conferences, orientation, and meetings.
3. In areas where face-to-face gatherings are allowed, **schools with onsite GAD activities** are advised to coordinate their plans with the concerned Local Government Unit (LGU) and other related health offices/units for possible health protocol guidance and documentary requirements.
4. Meanwhile, **where onsite gatherings, and online activities are not possible** (in case of schools with poor to no Internet), all elementary and secondary schools are advised to **select other GAD activities** that respond to the existing needs and community quarantine status.

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5. Please be informed that **any deviations from the GAD Plan and Budget (GPB)** which will be made by the schools **shall be reflected in the GAD Accomplishment Report (AR)** under Column 10 of the form.
6. School heads shall also attach a **letter of explanation or justification** of the deviations made based on their approved and endorsed plan, addressed to the Office of the Schools Division Superintendent (SDS), through the Division GAD Focal Point System.
7. To guide the schools in the implementation of possible gender and development activities, vis-a-vis gender issues and GAD mandates identified, please be guided by the enclosed **list of suggested GAD activities**.
8. In addition, please be informed that the following personnel **shall not be required to participate/attend to any on-site gatherings** as per **OSec Order No. 14, s. 2021**, and as reiterated in the **DepEd Task Force COVID-19 Memorandum No. 464** dated August 5, 2021:
 - a. Personnel who belong to age groups that are required to remain in their residences at all times, as per the existing Inter-Agency Task Force (IATF) guidelines;
 - b. Pregnant women and nursing mothers;
 - c. Personnel-at-risk, including but not limited to those with immunodeficiency, comorbidities, or other health risks, illnesses, and/or underlying medical conditions as enumerated in Item 4.b.ii of DM No. 043, s. 2020, with supporting medical certificate issued by a licensed physician, and other health records;
 - d. Personnel who reside with vulnerable individuals or most-at-risk population; and
 - e. Personnel who encounter difficulty reporting to onsite locations due to imposition of strict home and/or local community quarantine, curfew, limited or no access to any available modes of transportation, and/or other regulatory limitations on inter-municipal/city travel.
9. In the conduct of any GAD activities, this Memorandum further reiterates to strictly adhere to **existing IATF health and safety protocols** in relation to **official travel, mass gatherings, conduct of meetings, incentives, conventions, and exhibitions (MICE)** in eligible venue establishments.

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10. Please be informed also that **school heads shall take full accountability** in the implementation of any GAD activities requiring on-site participation/attendance. Therefore, they are expected to provide strict supervision in the conduct of such.
11. Furthermore, schools are advised to **fully utilize the required minimum five percent (5%)** of the total budget in the implementation of GAD activities as per **Republic Act No. 9710** or the **Magna Carta of Women (MCW)**, **PCW-NEDA-DBM JC No. 2012-01** and **PCW Memorandum Circular 2019-02** as enabling mechanisms to gender mainstreaming.
12. All concerns relative to the implementation of GAD programs, projects, and activities (PPAs) **shall be directly coordinated to the District GAD focal persons** for appropriate and immediate action and/or technical assistance.
13. For information, guidance and strict compliance of all concerned.

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

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Enclosure to DM No. 654, s. 2021

SUGGESTED GENDER AND DEVELOPMENT (GAD) ACTIVITIES

	List of Common Gender Issues	Suggested GAD Activities
1	Low level of appreciation of DepEd Gender and Development (GAD)	<ul style="list-style-type: none">▪ Capacity building/development: trainings, seminar, orientation, workshop, conference, INSET, LAC, etc.▪ Provision of IEC materials (printing and development): brochures, modules, flyers, tarpaulin, infographic shirts, etc.▪ Focus group discussion▪ Research: Conduct of studies on GAD▪ Attendance/participation to international, national, regional, division GAD activities▪ Establishment of GAD corner▪ Participation/celebration of GAD-related activities: VAWC month, children's month, women's month, etc.
2	Lack of awareness and appreciation on gender equality and gender issues within DepEd	
3	Limited capabilities of DepEd GFPS on gender analysis, application of gender analysis tools, GAD planning and budgeting, and monitoring of GAD accomplishments	<ul style="list-style-type: none">▪ Capacity building/development: trainings, seminar, orientation, workshop, conference, writeshop, INSET, LAC, etc.▪ Provision of IEC material (printing and development): brochures, modules, flyers, tarpaulin, infographic shirts, etc.▪ Focus group discussion▪ Conduct of meetings

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		<ul style="list-style-type: none">▪ Conduct of technical assistance: request for TA from the District/Division▪ Attendance/participation to international, national, regional, division GAD activities
4	Lack of recognition of GAD efforts of DepEd implementing units and schools	<ul style="list-style-type: none">▪ Conduct of rewards and recognition (R&R) program for GAD▪ Participation to international, national, regional, division GAD R&R activities▪ Printing and development of infographic material (showcasing the GAD efforts of DepEd implementing units/schools)
5	No proper facilities to address reproductive needs of women and men employees and clients of DepEd such as lactation rooms/childminding centers, etc.	<ul style="list-style-type: none">▪ Development/establishment of reproductive health facilities: Breastfeeding room/lactation room, comfort rooms, GAD desks, etc.
6	Pervasive use of sexist language in the workplace	<ul style="list-style-type: none">▪ Capacity building/development: trainings, seminar, orientation, workshop, conference, INSET, LAC, etc.▪ Provision of IEC materials (printing and development): brochures, modules, flyers, tarpaulin, infographic shirts▪ Research: Conduct of studies on GAD▪ Attendance/participation to international, national, regional, division GAD activities▪ Establishment of GAD corner▪ Policy development: focusing on the use gender-fair language

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7	Lack of sex-disaggregated data (SDD) for use in planning, implementation, and monitoring of DepEd PPAs	<ul style="list-style-type: none"> ▪ Development of GAD database ▪ Focus group discussion ▪ Conduct of meetings ▪ Policy development: focusing on the institutionalization of SDD
Gender Issues Related to COVID-19 Situation		
8	Lack of sex-disaggregated data (SDD) to be used in planning, implementation, and monitoring of DepEd PPAs in view of the COVID-19 situation	<ul style="list-style-type: none"> ▪ Development of GAD database ▪ Focus group discussion ▪ Conduct of meetings ▪ Policy development: focusing on the institutionalization of SDD
9	Limited capabilities of GFPS members & coordinators to execute GAD PPAs in different communication platforms (i.e., online, face to face, etc.)	<ul style="list-style-type: none"> ▪ Capacity building/development: trainings, seminar, orientation, workshop, conference, INSET, LAC, etc. ▪ Attendance/participation to international, national, regional, division GAD activities ▪ Conduct of technical assistance: request for TA from the District/Division
10	Lack of gender health advocacies, protective equipment and measures in the DepEd Offices & schools for COVID-19 prevention & mitigation	<ul style="list-style-type: none"> ▪ Capacity building/development: trainings, seminar, orientation, workshop, conference, etc. ▪ Procurement of health and protective equipment/supplies: facemasks, vitamins, PPE, alcohol, etc.

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		<ul style="list-style-type: none">▪ Provision of IEC materials (printing and development): brochures, modules, flyers, tarpaulin, infographic shirts▪ Attendance/participation to international, national, regional, division GAD activities (focusing on gender health)▪ Establishment of GAD corner: focusing on gender health
11	Higher risk of sexual and gender-based violence during COVID-19 pandemic	<ul style="list-style-type: none">▪ Capacity building/development: trainings, seminar, orientation, workshop, conference, INSET, LAC, etc.▪ Provision of IEC materials (printing and development): brochures, modules, flyers, tarpaulin, infographic shirts, etc.▪ Attendance/participation to international, national, regional, division GAD activities (focusing on sexual/gender-based violence)▪ Establishment of GAD corner: focusing on gender health▪ Research: Conduct of studies on GAD (focused on sexual/gender-based violence)
GAD Mandates		
12	DepEd Order No. 32, s. 2017: DepEd Gender-Responsive Basic Education Policy	<ul style="list-style-type: none">▪ Capacity building/development: trainings, seminar, orientation, workshop, conference, INSET, LAC, etc.▪ Provision of IEC materials (printing and development): brochures, modules, flyers, tarpaulin, infographic shirts, etc.

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		<ul style="list-style-type: none">▪ Attendance/participation to international, national, regional, division GAD activities (focusing on sexual/gender-based violence)▪ Establishment of GAD corner: focusing on Gender-Responsive Basic Education Policy
13	RA 9710: The Magna Carta of Women & Public-School Teacher	<ul style="list-style-type: none">▪ Capacity building/development: trainings, seminar, orientation, workshop, conference, INSET, LAC, etc.▪ Provision of IEC materials (printing and development): brochures, modules, flyers, tarpaulin, infographic shirts, etc.▪ Attendance/participation to international, national, regional, division GAD activities (focusing on sexual/gender-based violence)▪ Establishment of GAD corner: focusing on RA 9710▪ Teachers' Day Celebration: focusing on teachers' welfare▪ Participation to/celebration of women's month
14	DepEd Order No. 40, s. 2012: DepEd Child Protection Policy (CPP)	<ul style="list-style-type: none">▪ Capacity building/development: trainings, seminar, orientation, workshop, conference, INSET, LAC, etc.▪ Provision of IEC materials (printing and development): brochures, modules, flyers, tarpaulin, infographic shirts, etc.▪ Attendance/participation to international, national, regional, division GAD activities (focusing on CPP)

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		<ul style="list-style-type: none">▪ Establishment of GAD corner: focusing on CCP▪ Participation to/celebration of children's month/day
15	RA 9262: Anti-Violence Against Women and their Children Act of 2004	<ul style="list-style-type: none">▪ Capacity building/development: trainings, seminar, orientation, workshop, conference, INSET, LAC, etc.▪ Provision of IEC materials (printing and development): brochures, modules, flyers, tarpaulin, infographic shirts, etc.▪ Attendance/participation to international, national, regional, division GAD activities (focusing on VAWC)▪ Establishment of GAD corner: focusing on VAWC▪ Participation to/celebration of VAWC month (18-day campaign to end VAW)

-End-

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